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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

JANUARY 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Weston Bakeries Limited at Kitchener - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC): A 21 1/2-month renewal agreement effective from January 25, 1992* to November 15, 1993, covering 245 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired November 15, 1991.

Wages:	Effective	<u>Nov. 16/91</u>	<u>Nov. 16/92</u>
General Increases		55¢	50¢
Additional Adjustments		New classification added; 25¢ for Lubricator and Building Maintenance	
General Help (Light)		\$15.35 (\$14.80)	\$15.85
Transport Drivers		\$16.51 (\$15.96)	\$17.01
Licensed Mechanic		\$18.55 (\$18.00)	\$19.05
Control Technician		\$19.40 (new)	\$19.90

* Previous rate for General Help (Light) reflect a 53¢ pay equity adjustment during the previous agreement.

Paid Vacation: Effective November 15, 1992, 5 weeks after 17 (18) years of service.

Health and Welfare: Life Insurance and AD & D - Effective February 25, 1992, benefit is \$18,000 (\$17,000). Effective November 15, 1992, \$19,000.

Weekly Indemnity - Benefit payable from the first day as surgical out-patient. (Previously, 4th day of illness.)

LTD - Benefit is \$800 (\$700) per month.

Vision - Effective February 25, 1992, maximum claim is \$130 (\$120) every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective February 25, 1992, coverage is extended to include dentures, crowns and bridges with 50%-50% co-insurance and a maximum claim of \$2,000 per calendar year for all services.

Continuation of Benefits - Employer continues to pay premium costs for employee on Weekly Indemnity for 45 (39) weeks.

Safety Shoe Allowance: \$65. (\$60) per year with an additional \$25 (\$20) if a second pair is needed. Effective November 15, 1992, \$70 and \$30 respectively. Sanitation employees receive \$60 for a second pair (new).

Tool Allowance: \$350 (\$340) per year for mechanics.

Paid Health and Safety Committee(new): 3 employees paid to attend meetings every 2 months or as required.

Paid Work Committee (new): 3 employees paid to attend meetings every 2 months or as required.

TEXTILE

Amoco Fabrics and Fibers Ltd. at Hawkesbury - Local 1-1000*, IWA-Canada (AFL-CIO/CLC): A 12-month renewal agreement effective January 1, 1992 to December 31, 1992, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously, Local 1-600.

Wages: Effective Jan. 1/92

No increase in rates that were in effect at the expiry of the previous agreement

Additional Adjustments Some classifications added

Labourer \$11.83 (\$11.83)

Electronic Technician \$15.33 (\$15.33)

Shift Premium: 12 Hour Shift - 25¢ per hour between 4 p.m. and 12 p.m. and 35¢ per hour between 12 a.m. and 8 a.m. (new).

Bereavement Leave: Bereavement entitlement for a death occurring during vacation is given at the end of vacation (new).

Du Pont Canada Inc., at Kingston - Kingston Independent Nylon Workers (Ind.): A 24-month renewal agreement effective from January 28, 1992 to January 27, 1994, covering 1,150 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 28/92</u>	<u>Jan. 28/93</u>
	Increases	0% to 5.6%	2.2% to 4.4%

	Additional Adjustments	Minor classification changes	
	Textile Machine Operator "C"	\$11.25 (new)	\$11.50
	Serviceman "B"	\$15.43 (\$14.61)	\$16.11
	Stationary Engineer 2nd Class	\$20.32 (\$19.24)	\$21.21
Lump Sum Payment:	\$1,900 for Textile Machine Operator "A".		
Shift Premium:	0-56¢-67¢ (0-53¢-63¢). Effective January 28, 1993, 0-58¢-70¢.		
Sunday Premium:	\$2.68 (\$2.54) per hour in addition to shift premium. Effective January 28, 1993, \$2.80.		
Compensating Shift Premium (new):	Continuous rotating shift employee temporarily assigned to day work is paid a premium to compensate for loss of shift and Sunday premiums.		
Safety Shoe Allowance:	Maximum \$75 (\$50) for the first pair purchased per year and maximum \$50 for subsequent pairs. (Previously, \$50 plus one third of the difference between the purchase price and \$50, or \$58 whichever was less.)		
Meal Allowance:	\$7.25 (\$5.75).		

TRANSPORTATION EQUIPMENT

Hendrickson Canada Ltd., previously Hendrickson Manufacturing (Canada) Limited at Stratford - Local 8773, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1991 to November 30, 1994, covering 202 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>	<u>Dec. 1/93</u>
	General Increases	5%	3.8%	3.5%
	Additional Adjustments	25¢ for Spring Assembler; some reclassifications		
	Group 7 (8) (includes Service Truck Driver)	\$13.55 (\$12.90)	\$14.06	\$14.55

Group 1A (Electrician/ Electronic)	\$19.95 (\$19.00)*	\$20.71	\$21.43
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* Qualifications upgraded during term of previous agreement, rate raised from \$17.10 per hour.

Start Rate: \$1.50 below classification rate, progressing to classification rate after three 50¢ increases every 60 days (new).

Shift Premium: 0-28¢-33¢ (0-25¢-30¢).

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$16,000).

Drugs - \$25/\$50 deductible. Benefit is based on 80%-20% co-insurance basis. (Previously, no deductible and no co-insurance.)

Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Effective December 1, 1992 and 1993, based on the 1991 and 1992 fee schedules respectively. Plan is extended to include root canals, with \$25/\$50 deductible based on a 50%-50% co-insurance basis (new). Maximum annual claim is \$1,000 per person for all dental procedures. (Previously, no cap.)

Tool Allowance: \$80 (\$75) per year for set-up employees; \$105 (\$100) per year for maintenance and tool room employees. Effective December 1, 1992 and 1993, \$85 and \$90 and \$110 and \$115 respectively.

Safety Boot Allowance: \$55 (\$50) per year. Effective December 1, 1992 and 1993, \$60 and \$65 respectively.

ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Company Division at Ottawa - Salaried Employees' Alliance of Comdev (Ind.): A 24-month renewal agreement effective from November 1, 1991 to October 31, 1993, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
	Average Merit Increases	4%	4%
	Experience Adjustments		
	Engineering*	0.5%-8%	0.5%-8%

Administration** 0%-9% 0%-9%

* Salaries increase annually ranging from 8% after 1 year following graduation to 0.5% after 20.

** Based on level, from Junior to Senior, and Grade (in years) from 1 to 6 or more.

Call-in Pay: Minimum 4 (3) hours' pay.

Health and Welfare: Vision - Maximum claim is \$125 (\$100) every 2 years. Coverage is extended to provide a maximum of \$75 every year for dependents to age 18 (new).

Federal Pioneer Limited at Toronto - Local 521, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from November 1, 1991 to October 31, 1993, covering 500 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
General Increase		3%	3%
Additional Adjustments	Minor restructuring of wage schedule		
Labour Grade 3 (Inspection/Assembler)	\$13.64-\$13.92 (\$13.24-\$13.51)		\$14.05-\$14.33
Labour Grade 17 (includes Plant Electrician)	\$20.15-\$20.33 (\$19.56-\$19.74)		\$20.75-\$20.94

Maximum rates are reached after 12 months.

Previous rates for Labour Grade 3 (Inspection/Assembler) reflect pay equity adjustments effective January 1, 1991.

COLA: 1¢ per full 0.35 point increase in the CPI - 1981=100, using the October 1991 index as the base. Triggered at 3% (5%). Adjusted monthly. (Basic formula is unchanged. Previously, formula did not trigger.)

Call in Pay: Minimum 4 (3) hours work at overtime rate or 4 (3) hours' pay at straight-time.

Bereavement Leave: 3 (2) days' paid leave upon death of mother/father-in-law.

Health and Welfare: Life Insurance & AD & D - Benefit is \$27,000 (\$18,000).

Dental - Employer pays 100% (80%) of the premium costs. Coverage continues to be based on current year's ODA fee schedule.

Safety Shoe Allowance: \$70 (\$65) per year. Effective November 1, 1992, \$75.

Pension Plan: Employer Contribution - 59¢ (53¢) per hour paid. Effective November 1, 1992, \$70.

TRANSPORTATION

Laidlaw Transit Ltd., Orillia/Barrie Division - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations 3 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>June 30/92</u>	<u>Sept. 1/92</u>
General Increases		4%		3.5%
<u>Schedule "A"</u>				
School Bus Driver		\$30.50-\$37.48 (\$29.33-\$36.04)		\$31.57-\$38.79
0-249 km. daily				
Charter Rate - per hour		\$8.06 (\$7.75)		\$8.34
<u>Schedule "B"</u>				
Limo Driver OWLS		\$10.40* (\$10.00)	\$10.76	
<u>Schedule "C"</u>				
Service Person		\$8.42 (\$8.10)		\$8.72
Licensed Mechanic		\$14.85 (\$14.25)		\$15.37

* Full-time hourly rate.

Attendance Bonus: Two hours' pay at \$6.86 (\$6.60) for drivers required to attend August drivers' meetings. Effective September 1, 1992, \$7.10.

Meal Allowance (Schedule "A"): \$7.80 (\$7.50) after 8 hours and \$3.90 (\$3.75) for each four hour period thereafter. Second and subsequent days, \$16.64 (\$16). Effective September 1, 1992, \$8.07, \$4.04 and \$17.22 respectively.

Hydro Allowance (Schedule "A"):	\$15.60 (\$15) per month for winter months at company's request. Effective September 1, 1992, \$16.15.
Tool Allowance (Orillia):	\$180 (\$170) per year for licensed mechanic and body shop technician. Effective September 1, 1992, \$185.
Boot Allowance (Orillia):	\$65 (\$60) per year for full-time maintenance employee.
Tool Insurance (Orillia):	Maximum benefit is \$7,000 (\$6,000).

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario
English Catholic Teachers' Association Occasional Teachers
(Ind.)*: A 12-month renewal agreement effective from September
 1, 1991 to August 31, 1992, covering 250 employees, settled at
 the bargaining stage. Duration of negotiations - 7 months.

* Previously, Ontario Catholic Occasional Teachers' Association
 (Ind.)

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increase	6%	
	Pay Equity Adjustment		\$3.76 per day
	<u>Daily Rates**</u>		
	Casual Occasional Teacher	\$143.71 (\$135.36)	\$147.47

** Daily rates include 3% holiday and 4% vacation pay.

Previous rates include pay equity adjustments retroactive to
 January 1, 1990, and restructuring of the wage schedule from 2
 categories to one.

Hamilton City Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Teachers' Federation (Ind.):
 A 24-month renewal agreement effective from September 1, 1991 to
 August 31, 1993, covering 1,600 employees, settled with
 mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>Feb. 1/92</u>
	General Increases	3.5%		2%*

Pay Equity Adjustments	Major restructuring of salary grid	
Teacher- Category 1 0-11 (0-7) years	\$24,621-\$40,616 (\$23,789-\$39,242)**	
Teacher- Category A 0-11X, Y, Z years***	\$26,791-\$48,450 (new)	\$27,309-\$49,386
Teacher- Category A1 0-11 years	\$28,963-\$48,450 (\$27,984-\$46,812)	\$29,523-\$49,386
Teacher- Category A7 0-11 years	\$34,758-\$61,882 (\$33,583-\$59,789)	\$35,430-\$63,078
Vice- Principal 0-2 years	\$65,808-\$67,363 (\$63,583-\$65,085)	\$67,125-\$68,710
Principals 0-4 years	\$72,339-\$75,665 (\$69,893-\$73,106)	\$73,786-\$77,178
Effective	<u>Sept. 1/92</u>	<u>Mar. 1/93</u>
General Increases	3%	1.5%*
Teacher-Category A	\$28,128-\$50,868	\$28,538-\$51,609
Teacher-Category A1	\$30,408-\$50,868	\$30,851-\$51,609
Teacher-Category A4	\$36,493-\$64,970	\$37,024-\$65,916
Vice-Principal	\$69,138-\$70,772	\$70,175-\$71,833
Principal	\$76,000-\$79,493	\$77,140-\$80,686

* The February 1, 1992 and March 1, 1993 increases for Teacher categories are non-compounded.

** Previous rates reflect Pay Equity adjustments made from January 1, 1990 to present.

*** Placement at 11X, 11Y, 11Z depends on combination of years of experience and qualifications.

Allowances
(Teachers):

Responsibility, Graduate Degree and Special Education/Diploma Allowances - Increased in accordance with the general salary increases.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association (Ind.) (secondary School teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 550 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sep. 1/91	Mar. 1/92
	General Increases	3.5%	2% non-compounded
	Teacher-Category D 0-10 years	\$24,521-\$32,491 (\$23,691-\$31,392)	\$24,995-\$33,115
	Teacher-Category A1 0-11 years	\$28,965-\$49,091 (\$27,985-\$47,430)	\$29,525-\$50,040
	Teacher-Category A4 0-11 years	\$34,764-\$61,919 (\$33,588-\$59,825)	\$35,436-\$63,116
	Vice Principal 0-2 years	\$69,941-\$71,685 (\$67,576-\$69,261)	\$71,292-\$73,070
	Principal 0-5 years	\$78,015-\$82,287 (\$75,376-\$79,504)	\$79,523-\$83,878
	Effective	Sep. 1/92	Mar. 1/93
	General Increases	3%	1.5% non-compounded
	Teacher-Category D	\$25,745-\$34,113	\$26,120-\$34,610
	Teacher-Category A1	\$30,411-\$51,542	\$30,854-\$52,293
	Teacher-Category A4	\$36,500-\$65,010	\$37,032-\$65,957
	Vice-Principal	\$73,430-\$75,262	\$74,499-\$76,358
	Principal	\$81,908-\$86,394	\$83,100-\$87,652

Previous rates reflect a 6% conditional wage increase during the previous agreement.

Continuing Education: Effective September 1, 1991, increased by 3.5%.
Effective June 1, 1992, increased by 2%.
Effective September 1, 1992, increased by 3%.
Effective June 1, 1993, increased by 1%.

Allowances: Responsibility - Increased in accordance with the general salary increases except, Staff Heads - Category A: \$200 plus general increases; Category B: \$150 plus general increases.

Paid Maternity Leave (new): SUB - Effective September 1, 1992, wages equivalent to the UIC benefit for the 2-week waiting period.

Health and Welfare: LTD - Effective May 1, 1992, employee pays cost of plan and cost of living rider. (Previously, employer paid 70% of the plan costs and 60% of the cost of living rider.)

Dental - Coverage continues to be based on current year's ODA fee schedule.

Long Term Service Plan (new): Effective May 1, 1992, employer contributes \$90,000 annually to OECTA Long Time Service Plan.

Mileage Allowance: Effective September 1, 1992, 28¢ (27¢) per kilometre.

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 350 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/91	Feb. 1/92
	General Increases	4%	1.75%
	Teacher-Category I 0-11 years	\$29,597-\$49,531 (\$28,459-\$47,626)	\$30,115-\$50,398
	Teacher-Category IV 0-13 years	\$35,928-\$62,021 (\$34,546-\$59,636)	\$36,557-\$63,106
	Vice-Principal 0-3 years	\$68,366-\$73,461 (\$65,737-\$70,636)	\$69,562-\$74,747
	Principal 0-3 years	\$74,688-\$83,095 (\$71,815-\$79,899)	\$75,995-\$84,549

Allowances: Responsibility and Extra Degree - Increased in accordance with general salary increases. Teachers assigned to mark correspondence or independent study courses, when not part of regular duties receive \$10 per lesson marked (new).

Professional or Related Trade Experience - Maximum 5 years of experience on salary grid. (Previously, \$423 per year of experience to maximum \$3,807 for professional experience and for related trade experience, \$441 per year to maximum \$3,969.)

Health and Welfare: Vision - Effective February 24, 1992, employer pays 90% (50%) of premium costs.

Dental - Coverage is extended to include pit and fissure sealants (new).

Niagara South Board of Education at Welland - Local 260, Ontario Public Service Employees (NUPGE) (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 465 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5.5%	5.5%
	Pay Equity Adjustments	*	*
	Level 01 (includes Mail Clerk)	\$9.85-\$11.44 (\$9.336-\$10.84)	\$10.48-\$12.15
	Level 12 (includes Buyer)	\$18.02-\$21.38 (\$17.08-\$20.26)	\$19.01-\$22.56

Previous rates for Mail Clerk reflect a 42¢ pay equity adjustment.

Maximum rate for Mail Clerk is reached after 2 annual increases and for Buyer, after 4 annual increases.

* Effective January 1, 1991, adjustments of 21¢-\$1.43 for various classifications. Effective January 1, 1992, 8¢-45¢. Minor restructuring of wage grid due to pay equity adjustments.

Acting Pay: Employee temporarily transferred to a higher classification for more than 10 (20) working days receives appropriate rate in the higher classification.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of spouse or child and 3 (1) days' for parent-in-law, grandparent or grandchild for employee regularly scheduled to work 17.5 hours per week.

Health and Welfare: LTD - Waiting period for claims occurring after December 31, 1991 is 6 months (1 year).

Major Medical - Deductible deleted. (Previously, \$25 per year.)

Vision - Effective March 1, 1992 maximum claim is \$200 (\$150) every 2 years.

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 300 employees, settled at the post fact finder bargaining stage. Duration of negotiations -11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Mar. 1/92</u>
	General	5.15%*	.59%*
	Increases		non-compounded
	Teacher-Category 1 0-11 years	\$28,719-\$49,245 (\$27,310-\$46,835)	\$28,877-\$49,524
	Teacher Category 4 0-11 years	\$34,447-\$62,684 (\$32,761-\$59,612)	\$34,643-\$63,034
	Vice-Principal 0-2 years	\$69,207-\$73,641 (\$65,817-\$70,033)	\$69,595-\$74,053
	Principal 0-2 years	\$78,878-\$83,322 (\$75,015-\$79,241)	\$79,321-\$83,789

Adult and Continuing Education Teachers - Salaries and allowances are increased the same as for full-time teachers.

* Grids adjusted after increase applied to provide for equal increments within each category.

Allowances: Responsibility and Extra Degree - Increased in accordance with general increases.

Paid Personal Leave: Maximum 5 days to be deducted from sick leave for divorce and/or child custody proceedings (new).

Paid Federation Leave: Maximum 40 (30) days per school year with a maximum 20 (15) days per teacher.

Health and Welfare: Effective March 1, 1992, employer pays 95% (85%) of premium costs for Major Medical, Life Insurance and Dental coverage.

Perth County Board of Education at Stratford - Federation of Women Teachers' Assns. of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 400 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>Feb. 1/92</u>
	Increases	5.65%		0.59% non-compounded
	Additional Adjustments			minor restructuring of wage grid
	Pay Equity Adjustments	Restructuring of the wage grid	Categories D, C and B merged to form new Category A	

Teacher - Category D 0-11 (0-6) years	\$25,920-\$43,569 (\$20,947-\$29,430)	
Teacher - Category A 0-12 years	\$26,649-\$48,920 (new)	\$26,798-\$49,193
Teacher - Category A1 0-11 years	\$28,530-\$48,920 (\$27,004-\$46,304)	\$28,689-\$49,193
Teacher - Category A4 0-11 years	\$34,223-\$62,270 (\$32,293-\$58,940)	\$34,414-\$62,618
Principal "A" School 0-2 years	\$70,454-\$74,337 (\$66,686-\$70,362)	\$70,847-\$74,753

Allowances (Teachers):	<u>Itinerant Teacher, Special Education, Consultants and Post-Graduate Degree Allowances</u> - Increased in accordance with general salary increases.	
Bereavement Leave:	Up to 3 days' paid leave upon death of guardian, grandchild step-brother/sister (new).	
Paid Personal Leave:	Up to 5 days' paid leave for family involvement in the adoption of a child (new).	
Health and Welfare:	Effective June 1, 1992, employer pays 95% (85%) of premium costs for Life Insurance, Major Medical, Semi-Private Hospitalization, and Dental. Dental coverage is extended to include dentures, major restorative and prosthodontic services and pit and fissure sealants with 50%-50% co-insurance and no maximum and no deductible (new).	

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 335 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
Average Increases		1.7%	1.3%
Teacher-Category 1 0-10 years		\$28,024-\$47,704 (\$27,547-\$46,907)	\$28,394-\$48,324
Teacher-Category 4 0-12 years		\$33,289-\$60,517 (\$32,733-\$59,505)	\$33,727-\$61,303

Vice-Principal 0-2 years	\$67,781-\$71,409 (\$66,647-\$70,215)	\$68,663-\$72,337
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Principal 0-2 years	\$76,857-\$80,485 (\$75,572-\$79,140)	\$77,857-\$81,531
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Effective	<u>June 1/92</u>
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Average Increase	1.816%
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Teacher-Category 1	\$28,912-\$49,202
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Teacher-Category 4	\$34,348-\$62,416
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Vice-Principal	\$69,909-\$73,651
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Principal	\$79,272-\$83,012
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Previous rates reflect a wage adjustment of 0.11% during the previous agreement.

Allowances (Teachers):	<u>Responsibility</u> - Increased in accordance with general salary increases.
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Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1992, maximum benefit is \$150,000 (\$125,000).
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	<u>Vision</u> - Effective March 1, 1992, maximum claim is \$140 (\$125) every 2 years.
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Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 475 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	Increases	1.7%	1.3%

Teacher-Level A 0-12 years	\$25,961-\$47,722 (\$25,520-\$46,924)	\$26,302-\$48,342
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Teacher-Level A4 0-12 years	\$33,335-\$60,539 (\$32,767-\$59,527)	\$33,774-\$61,326
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Effective	<u>June 1/92</u>
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Average Increase	1.779%
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Teacher-Level A	\$26,759-\$49,202
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Teacher-Level A1	\$34,372-\$62,416
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Teacher-levels D, C and B were deleted during the previous agreement and replaced by Teacher-level A. Previous rates also reflect a 0.7% conditional wage adjustment during the previous agreement.

Allowances: Responsibility - Effective September 1, 1991, increased by 1.7%. Effective January 1, 1992, and June 1, 1992, , 1.3% and 1.779% respectively.

Paid Preparation Time: Effective September 1, 1992, 10 days per school year (1 day every 6 weeks) for kindergarten teachers.

Waterloo County Board of Education at Kitchener - Educational Support Staff Association (Ind.): A 12-month renewal agreement effective from January 1, 1992 to December 31, 1992, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Jan. 1/92
Average 45¢ per hour
Increase

Full-time
Annual Rates
5 levels

Level A (includes Mail Clerk) \$17,601-\$21,861
(\$17,088-\$21,224)

Level G (includes Maintenance Fore-person) \$34,743-\$43,149
(\$33,731-\$41,892)

Bus Drivers

Hourly Rate \$12.59
(\$12.22)

Daily Route Rate \$37.62
(\$36.52)

COLA Provision: Inoperative during the term of this agreement. (Previously, 0.1% per 0.1% change in the CPI from the December 1990 to December 1991 index. Triggered at 5.5%, capped at 8% and payable as a lump sum February 1992. (Formula did not trigger.)

Shift Premium: 0-46¢-48¢ (0-44¢-46¢).

Weekend Premium: 46¢ (44¢) per hour worked between midnight Friday and midnight Sunday.

On-Call Pay (new): 2 hours' pay per day for Monday to Friday and 3 hours per day for weekends and holidays.

Paid Maternity Leave:	Wages equivalent to 60% of salary for the two-week UIC waiting period (new).
Leave for Religious Observances (new):	Maximum 3 days' paid leave if employee's religion forbids work.
Health and Welfare:	<u>Dental</u> - Coverage is based on 1991 (1989) ODA fee schedule.

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.):
A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Increases	3.4%-14.2%	2.7%-7.8%
	Teaching Assistantship Undergraduate	\$9.58 (\$8.58)	\$10.33
	Regular Full-time Graduate Teaching Assistantship	\$28.50 (\$27.56)	\$29.26

Rates include 4% vacation pay.

Paid Maternity Leave: 2 weeks at 95% of weekly wages plus an additional 15 weeks at the difference between 95% of weekly wages and UIC benefit for employee with 6 months' service. (Previously, employee with 6 months' service receives lump sum equivalent to 20 hours' pay upon returning to work.)

Health and Welfare: Dental - Effective September 1, 1992, employer pays \$10.45 (50% of premium costs) per month per eligible employee. Effective in 1992, coverage is based on 1992 (1988) ODA fee schedule. Effective in 1993, the 1993 ODA fee schedule.

HEALTH AND WELFARE SERVICES

St. Thomas-Elgin General Hospital at St. Thomas - Local 220, Service Employees International (AFL-CIO/CLC) (Full-time and part-time service and maintenance employees): Two 24-month renewal agreements effective from January 19, 1990 to January 18, 1992, covering 449 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 19/90</u>	<u>Jan. 19/91</u>
	General Increases	8%	7%

Pay Equity Adjustments	5¢-19¢ for some classifications	12¢-20¢ for some classifications
Dietary Aide	\$12.138-\$12.288 (\$11.063-\$11.202)	\$13.188-\$13.348
R.N.A.	\$13.714-\$13.933 (\$12.550-\$12.753)	\$14.854-\$15.088
Electrician	\$15.724-\$15.943 (\$14.559-\$14.762)	\$16.825-\$17.059

Effective Jan. 1/92

Pay Equity Adjustments	10¢-68¢ for some classifications
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Dietary Aide \$13.468-\$13.628

R.N.A. \$15.144-\$15.378

Maximum rates are reached after 12 months for Dietary Aide, after 18 months for R.N.A., and after 6 months for Electrician.

Paid Vacation (full-time): Effective January 15, 1991, 4 weeks after 6 (8) years of services.

Health and Welfare (full-time): Dental - Effective January 15, 1992, employer pays 75% (50% of premium costs) for Blue Cross Plan No.9. Coverage continues to be based on the current year's ODA fee schedule.

Clothing Allowance (full-time): Effective January 15, 1992, \$70 (\$60) semi-annually for uniforms for designated employees.

Safety Shoe Allowance (full-time) (new): Effective January 15, 1992, \$35 semi-annually.

Meal Allowance: \$5 (\$4) for Ambulance Officer.

Victorian Order of Nurses, Ottawa-Carleton Branch at Ottawa - Ontario Nurses Association (Ind.) (full-time and part-time employees): A 12-month renewal agreement effective from April 1, 1991 to March 31, 1992, covering 203 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective <u>Apr. 1/91</u>	<u>Jan. 1/92</u>
Increases	.6%-3%	0%-5.5%

Annual Rates

37 1/2 hours per week

Registered Nurse

0-8 years*

(0-7 years)

\$33,000-\$40,740

(\$32,787-\$38,903)

\$33,000-\$43,000

Public Health Nurse

0-8 years*

(0-7 years)

\$34,100-\$41,840

(\$33,887-\$40,003)

\$34,100-\$44,100

* Effective April 1, 1992, 0-9 years.

Shift Premium: Effective January 7, 1992, 0-75¢-75¢ (0-45¢-45¢).

Weekend Premium: Effective January 7, 1992, 75¢ (45¢) per hour worked.

Bereavement/
Compassionate
Leave: 3 (1) days' paid leave upon death or critical illness of son/daughter-in-law.

Health and
Welfare:

Private Hospitalization - Employer pays 100% of the premium costs for full-time employees. (Previously, employer paid 100% of premium costs for single coverage or for employee that is principal wage earner, and 50% depending on spousal coverage.)

Uniform
Allowance:

\$124.45 (\$118.52) per year to a maximum of \$248.89 (\$237.04) for full-time employees, and \$109.98 (\$104.74) per year to a maximum of \$175.96 (\$167.58) for part-time employees.

LOCAL ADMINISTRATION

Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC)

(part-time recreation employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective

Jan. 1/91

Increase

4.6% for Professional Specialist;
5.2% for all other classifications

Facility
Attendant I

\$6.59
(\$6.26)

Professional
Specialist IV

\$22.94
(\$21.93)

Vacation Pay: 8% after 8 (10) years of service.

Kilometrage
Allowance:

35.3¢ (22¢) per kilometre.

Addenda

October 1991 Settlements

FEDERAL ADMINISTRATION

National Research Council of Canada, Canada-wide - Research Council Employees Association (Ind.) (Technical Category Employees): A 24-month extended agreement effective from February 14, 1992 to February 13, 1994, covering 757 Ontario employees, settled by legislation* in October 1991. Duration of negotiations - no meetings held.

* Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>Feb. 14/93</u>
	General Increase	3%
	Technical Officer 1	\$16,739-\$29,726 (\$16,251-\$28,860)
	Technical Officer 3	\$35,363-\$44,767 (\$34,333-\$43,463)
	Technical Officer 6	\$58,649-\$64,214 (\$56,941-\$62,344)
Lump Sum Payments:	\$500 for employees earning less than \$27,000 per year and for employees earning between \$27,000.01 and \$27,500 as follows:	
	\$27,000.01-\$27,100	\$500
	\$27,100.01-\$27,200	\$400
	\$27,200.01-\$27,300	\$300
	\$27,300.01-\$27,400	\$200
	\$27,400.01-\$27,500	\$100

Treasury Board of Canada - Public Service Alliance (CLC) (Ships' Crews Group - supervisory and non-supervisory employees): A 24-month extended agreement effective from January 1, 1992 to December 31, 1993, covering 212 Ontario employees, settled by legislation* in October 1991. Duration of negotiations - no meetings held.

* Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>Jan. 1/93</u>
	Increase	3%
	<u>Hourly Rates</u> (Eastern employees)	
	DED-1 (Deck employees)	\$14.98 (\$14.54)

EQ0-7	\$21.22
(equipment operators)	(\$20.60)

Treasury Board of Canada - Professional Institute (Ind.) (Chemistry Group): A 24-month extended agreement effective December 23, 1991 to December 22, 1993, covering 242 Ontario employees, settled by legislation* in October 1991. Duration of negotiations - no meetings held.

* Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>Dec. 23/92</u>
	Increase	3%
	CH-2	\$38,667-\$52,608
	8 levels	(\$37,541-\$51,076)
	CH-5	\$64,535-\$75,638
	5 levels	(\$62,655-\$73,435)

Lump Sum Payments: \$500 for employees earning less than \$27,000 per year and for employees earning between \$27,000.01 and \$27,500 as follows:

\$27,000.01-\$27,100	\$500
\$27,100.01-\$27,200	\$400
\$27,200.01-\$27,300	\$300
\$27,300.01-\$27,400	\$200
\$27,400.01-\$27,500	\$100

Treasury Board of Canada - Public Service Alliance (CLC) (Welfare Programmes Group): A 24-month extended agreement effective from November 24, 1991 to November 23, 1993, covering 372 Ontario employees, settled by legislation* in October 1991. Duration of negotiations - no meetings held.

* Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>Nov. 24/92</u>
	Increase	3%
	WP-1	\$24,477-\$33,862
	9-levels	(\$23,764-\$32,876)
	WP-3	\$36,417-\$45,515
	7-levels	(\$35,356-\$44,189)

WP-6	\$58,594-\$69,254
5-levels	(\$56,887-\$67,237)

Lump Sum Payments: \$500 for employees earning less than \$27,000 per year and for employees earning between \$27,000.01 and \$27,500 as follows:

\$27,000.01-\$27,100	\$500
\$27,100.01-\$27,200	\$400
\$27,200.01-\$27,300	\$300
\$27,300.01-\$27,400	\$200
\$27,400.01-\$27,500	\$100

Treasury Board of Canada - Professional Institute (Ind.) (Computer Systems Administration Group): A 36-month extended agreement effective from May 1, 1990 to April 30, 1993, covering 2,454 Ontario employees, settled by back-to-work legislation* during a work stoppage in October 1991. Duration of negotiations - 18 months.

* Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>May 1/90</u>	<u>May 1/92</u>
	General Increases	4.7%	3%
	CS-1	\$23,359-\$39,317	\$24,010-\$40,497
	13-levels	(\$22,310-\$37,552)	
	CS-5	\$60,930-\$76,465	\$62,758-\$78,759
	7 levels	(\$58,195-\$73,032)	

Lump Sum Payments: \$500 for employees earning less than \$27,000 per year and for employees earning between \$27,000.01 and \$27,500 as follows:

\$27,000.01-\$27,100	\$500
\$27,100.01-\$27,200	\$400
\$27,200.01-\$27,300	\$300
\$27,300.01-\$27,400	\$200
\$27,400.01-\$27,500	\$100

December 1991 Settlements

FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Quaker Oats Employees Independent Union-Cereals (Ind.): A 24-month renewal agreement effective from November 1, 1991 to October 31, 1993, covering 345 employees, settled at the bargaining stage and ratified in December 1991. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
	General Increases	5%	4%

Additional Adjustments	Some job class adjustments	
Grade 1 (includes General Labourer)	\$15.64 (\$14.89)	\$16.27
Electrician	\$18.83 (\$17.92)	\$19.58

Start Rate - \$2 below job rate, progressing to job rate after two 3-month increases of \$1. (Previously, 15¢ below job rate, progressing to job rate after 6 weeks.)

Shift Premium: 0-47¢-55¢ (0-45¢-50¢). Effective November 1, 1992, 0-49¢-57¢.

Hours of Work: 12-hour shifts for Stationary Engineer (new).

Paid Vacation: 6 weeks after 27 (28) years of service.

Paid Lunch Period: One paid lunch period after 2 (4) hours of overtime following a regular 8-hour shift.

Paid Paternity/
Adoption Leave: 8 hours' paid leave for the birth or adoption of a child (new).

Health and Welfare: Life Insurance for Dependents - Benefit is \$6,000 (\$5,000) for spouse and \$4,000 (\$3,000) for child.

Weekly Indemnity - Benefit is 75% of regular earnings for a maximum of 26 weeks, with UIC carve-out for weeks 5 (9) to 26. Benefit payable on the first day of illness for illness in excess 15 days. (Previously, the fourth day of illness.)

LTD - Employer contributes 1¢ per hour worked per employee, towards the premium costs in each year of the agreement. (Previously, 100% employee paid.)

Vision - Maximum claim is \$125 (\$85) every 2 years. Maximum lifetime claim is \$500 (\$300) for contact lenses and \$375 (\$300) for remedial care.

Dental - Coverage is based on 1991 (1990) ODA fee schedule. Coverage is extended to include pit and fissure sealant treatment (new). Effective November 1, 1992, the 1992 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1992, benefit is \$27 (\$24) per month per year of service regardless of years of service. (Previously to a maximum of 40 years.) Effective January 1, 1993, \$28.50.

Early Retirement (new) - Employee aged 60 with 25 years of service may retire with an unreduced benefit.

Tool Allowance: Maximum \$300 (\$240) for term of agreement.

CLOTHING

Cluett, Peabody Canada Inc., The Arrow Company Division at Kitchener - Local 303A, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month extended agreement effective from April 1, 1992 to March 31, 1993, covering 360 employees, settled at the bargaining stage and ratified in December 1991. Duration of negotiations - 1 month.

Wages: Effective Apr. 1/92

No increase in rates that
were in effect at the expiry
of the previous agreement

Time Worker

Hourly Rates

Class 1 (includes Swatcher)	\$7.65-\$8.05 (\$7.65-\$8.05)
Class 7 (includes General Maintenance)	\$11.00-\$11.80 (\$11.00-\$11.80)

Maximum rates are reached after 1 year.

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Wood Division at Toronto - Local 27, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from December 8, 1991 to December 7, 1993, covering 383 employees, settled at the bargaining stage and ratified in December 1991. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 7/91</u>	<u>Jun. 7/92</u>
	General Increases	2%	2%
	General Personnel	\$10.61 (\$10.40)	\$10.82
	Cabinet Maker 1	\$17.76 (\$17.41)	\$18.11
		<u>Dec. 7/92</u>	<u>Jun. 7/93</u>
	General Increases	2%	2%
	General Personnel	\$11.04	\$11.26
	Cabinet Maker 1	\$18.48	\$18.85

Start Rate - \$1 (30¢) less than job rate for the probationary period.

Lump Sum Settlement Payment: \$150 per active employee on seniority list.

Paid Rest Periods: Two 15 (10) minute breaks.

Shift Premium: 0-50¢-75¢ (0-25¢-35¢).

Bereavement Leave: 3 (2) days' paid leave upon death of sister, brother and father/mother-in-law.

Health and Welfare: Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Employer Contribution - Effective July 8, 1992, 55¢ (50¢) per hour worked.

Living Allowance: \$30 (\$18) per day plus the cost of room accommodation (unchanged).

Kilometrage Allowance: 21¢ (16¢) per kilometre.

Safety Shoe Allowance: \$50 per contract year. (Previously \$50 in the second year of the agreement.)

TRANSPORTATION

Laidlaw Transit Ltd., Lindsay/Peterborough Division - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement* effective from September 1, 1991 to August 31, 1993, covering 230 employees, settled at the conciliation officer stage and ratified in December 1991. Duration of negotiations - 5 months.

* Maintenance staff are now covered by the collective agreement. (Previously, excluded from the bargaining unit.)

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
General Increases		4.5%	4%
		<u>Schedule C</u>	
Service Person		\$8.36 (\$8.00)	\$8.69
Licensed Mechanic		\$15.00 (\$14.36)	\$15.60

Charter/Shuttle Preparation Pay (new):	Minimum 1 hour's pay for in-between school runs or shuttle programmes on charter trips; 15 minutes pay for vehicle preparation for charters not originating from the a.m. destination school and for before and after out-of-town trips.
Special Work:	1 hour's pay for each A, B and Kindergarten run for drivers required to list students. (Previously, minimum 2 hours' pay.)
Holiday Pay:	Calculation of holiday pay will include late runs, kindergarten and shop runs (new).
<u>Maintenance Staff (new)</u>	
Call Back Pay:	Minimum 4 hours' pay at time and one-half, double time on Sundays.
Paid Rest Periods:	Two 15-minute breaks in addition to lunch period.
Paid Wash-up Time:	One 5-minute break before lunch and prior to leaving.
Prescription Safety Glasses/Lenses:	Maximum \$125 per year.
Tool Insurance:	Employer to provide insurance for theft of employee's tools while on company premises on 60%/40% co-insurance basis. Maximum benefit is \$7,000.
Tool Allowance:	Maximum \$190 per year. Effective December 1, 1992, \$200.

Laidlaw Transit Ltd., Markham Division - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1991, to August 31, 1993, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
General Increases		4.5%	3.5%
Shuttle Bus Driver		\$7.78 (\$7.45)	\$8.13
School Bus Driver - per 2 to 2 1/4 hour shift		\$17.05-\$18.75 (\$16.32-\$17.95)	\$17.65-\$19.40
Maximum rates are reached after 3 years for School Bus Driver.			
Public Charter Rate, Nights and Weekends:	\$8.36 and \$8.61 (\$8 per hour).		

Wheelchair
Premium:

52¢ and 54¢ (50¢ per run).

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Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

FEBRUARY 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTB	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Windsor City Corp.	CUPE (CLC) (inside and seasonal recreational employees)	60

PAPER AND ALLIED

Canadian Pacific Forest Products Limited, Container Division at Burlington, London and Markham Ontario, and Montreal and Vaudreuil, Quebec, and Single Service Division at Markham - Various Locals, Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office employees): Three 36-month renewal agreements effective from June 1, 1991 to May 31, 1994, covering 367 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Feb. 1/92</u>	<u>June 1/92</u>	<u>June 1/93</u>
	General Increases	1.5% with a minimum of 25¢	2.5%	3%
	Additional Adjustments	New classification added at Burlington plant		
	Grade 1 (includes General Help)	\$14.77 (\$14.52)	\$15.14	\$15.59
	Grade 12 (Mechanic Electrician)	\$19.41 (\$19.12)	\$19.90	\$20.50

Lump Sum Settlement Payment: \$500 per employee in lieu of retroactivity.

Shift Premium: Effective June 1, 1992, 0-40¢-60¢ (0-40¢-55¢).

Health and Welfare: Major Medical - Effective March 1, 1992, employer contributes a maximum of \$10.75 (\$9.15) per month for single coverage and to \$20.50 (\$18.30) per month for family coverage. Effective January 1, 1993, \$12.50 and \$22 respectively.

Dental - Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective March 1, 1992, employer contributes a maximum of \$13.75 (\$13) per month for single coverage and \$25.50 (\$24) per month for family coverage. Effective June 1, 1992, employer contributes \$15 and \$27 respectively. Effective January 1, 1993, the 1992 ODA fee schedule. Effective June 1, 1993, employer contributes \$16 and \$29 respectively. Effective January 1, 1994, the 1993 ODA fee schedule.

Safety Shoe Allowance: Effective January 1, 1992, maximum of \$52 (\$42) per year.
Effective January 1, 1993 and 1994, \$62 and \$72 respectively.

Acting Pay: Employee receives regular pay during job training provided by the employer (new):

Job Security: Technological Change - Employer will implement special early retirement incentive program if 5 or more employees with 25 or more years of service at age 55 are permanently laid-off.

PRINTING, PUBLISHING AND ALLIED

Sullivan Graphics Inc. at Stevensville - Local 425C, Graphic Communications Union (AFL-CIO/CLC) (press, pre-press and bindery employees):
A 22-month renewal agreement effective from March 1, 1992* to December 31, 1993, covering 205 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previous agreement expired December 31, 1991.

Wages:	Effective	<u>Mar. 1/92</u>
	Additional Adjustments	Major restructuring of wage schedule to two tier wage structure**

Tier 2 (Days)

Bindery	\$8.54-\$9.54 (\$7.84-\$9.73)
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Plumber	\$17.00 (\$17.35)
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** Tier 1 salary schedule applies to employees hired prior to February 28, 1992, and Tier 2 for employees hired after February 28, 1992.

Maximum rates for Bindery is reached after 12 (15) months.

Lump Sum Payments: Effective April 15, 1993, July 15, 1993, October 14, 1993 and January 20, 1994, quarterly lump sum payments of 2% of straight time earnings for eligible employees' whose wages are frozen as a result of restructuring and 3% for eligible employees whose wages were reduced.

Jury Duty Leave: Employee receives the difference between regular wages and fees received for the duration of jury duty. (Previously, to a maximum of 2 months.)

Call-back Pay: Minimum 4 (3) hours' pay at straight time or appropriate rate for all hours worked.

Lead Hand Premium: \$1 per hour more than highest rate in group. (Previously, varied depending on group.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$13,000 (\$12,000). Effective January 1, 1993, \$14,000.

Drugs - Deductible eliminated. (Previously, \$2 per prescription.)

Dental - Employer contributes 85% of premium costs. (Previously, employer paid \$1.91 per week for single coverage and \$6.38 per week for family coverage.)

Pension Fund: Employer Contribution - \$9 (\$7) per week per employee to the Pension Retirement Fund. Effective January 1, 1993, \$11.

METAL FABRICATING

Crown Cork and Seal Canada Inc., previously CCL Industries Inc., Continental Can Canada Inc. subsidiary at Toronto, Ontario, Winnipeg, Manitoba and Montreal, Quebec* - various Locals, United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried employees): A 36-month renewal agreement effective from February 17, 1992 to February 16, 1995, covering 482 Ontario employees, settled with mediation assistance. Duration of negotiations - 1 month.

* Previously included plants at New Toronto and Trenton, Ontario, and at centres in British Columbia.

Wages: Effective Feb. 17/92

COLA Fold-in 72¢

Job Class 7 \$17.275
(Includes (\$16.555)
Operator)

Job Class 21 \$20.224
(Includes (\$19.504)
Electronic
Electrician)

Previous rates reflect \$1.15 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.12 point change in the CPI - 1981=100, using the December 1991 index as the base. Adjusted quarterly and folded in annually. Salaried employees receive commensurate adjustments. (Basic formula is unchanged.)

Hours of Work: Guarantee of an average of 40.25 hours per week over 8-week cycle for employees moving from continuous to conventional shifts and back (new).

Instructor Premium: Employee receives rate of 2 classifications above own classification rate, for office and technical employees (new).

Paid Vacation: 4 weeks after 10 (17) years of service for employees in two-piece can plants not eligible for Expanded Employment Program leave.

Pension Plan: Basic Benefit - Effective March 1, 1994, benefit is \$29-\$33 (\$26-\$30) per month per year of service depending on job class for employees retiring on or after March 1, 1992.

Normal Retirement - Aged 65 (71) with 2 years of service.

Bridge Benefit - Effective March 1, 1994, eligibility is age 58 (62) with 30 years of service for employees retiring on or after February 17, 1992.

Safety Shoe Allowance: \$65 (\$50) per year. Effective February 17, 1994, \$70. Locals which exceed these amounts continue to receive higher amounts.

Royal Canadian Mint at Ottawa, Ontario and Winnipeg, Manitoba - Public Service Alliance (CLC): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993 covering 500 Ontario employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92	Jan. 1/93
General Increases		3%	3%	3%
<u>Annual Rates</u>				
Order Process Clerk		\$23,576 (\$22,889)	\$24,283	\$25,011
Systems Analyst		\$47,230-\$55,563 (\$45,854-\$53,945)	\$48,647-\$57,230	\$50,106-\$58,947

Maximum rate for Systems Analyst is reached after 4 years.

Lump Sum Settlement Payment: \$600 per employee for employees on the payroll as of September 27, 1991.

Paid Rest Periods: Two 15-minute paid rest periods per shift. (Previously, one 15-minute and one 10-minute period per shift.)

Health and Welfare: Dental - Effective February 7, 1992, coverage is based on 1992 (1990) ODA fee schedule. Effective January 1, 1993, the 1993 ODA fee schedule.

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto - Local 112 and 673, Canadian Auto Workers (CLC)
(hourly rated and salaried employees): Two 36-month renewal agreements effective from February 5, 1992 to February 4, 1995, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 5/92</u>	<u>Feb. 5/93</u>	<u>Feb. 5/94</u>
	COLA Fold-in			
	Local 112, Hourly Rated	\$1.71 per hour		
	Local 673 Salaried	\$69 per week		
	General Increases	2%	2%	2%
	Skilled Trades Adjustments			
	Local 112	25¢ per hour	25¢ per hour	25¢ per hour
	Local 673	\$10 per week for Groups 10 and 11 \$20 per week for Group 12	\$10 per week for Groups 10-12	\$10 per week for Groups 10-12
	<u>Local 112</u> <u>Hourly Rated</u>			
	Group 1 (includes Labourer)	\$17.80 (\$15.74)	\$18.15	\$18.52
	Skilled Trades Group 3 (includes Electrician Electronics)	\$22.26 (\$19.87)	\$22.96	\$23.67
	<u>Local 673</u> <u>Salaried</u> (37.5 hours per week)			
	Group 1 Office Junior	\$583.79-\$603.79 (\$502.95-\$522.95)	\$595.86-\$615.86	\$608.18-\$628.18

Group 12 \$894.74-\$914.74 \$923.04-\$943.04 \$951.90-\$971.50
(includes (\$788.20-\$808.20)
Repair and
Overhaul
Technician)

Maximum rates for Office Junior and Repair and Overhaul Technician are reached after 6 months.

COLA: 1¢ per 0.125 (0.3) point increase in the CPI - 1981=100, using the February 1992 index as the base. Adjusted quarterly. (Previously, 50¢ per week per 0.5 point change in the CPI - 1981=100, for salaried employees.)

Shift Premium: 0-47¢-65¢ (0-42¢-52¢). Effective February 5, 1993 and 1994, 0-49¢-67¢ and 0-50¢-75¢ respectively.

Out of Town
Premium: 70¢ (35¢) per hour for each regular or overtime hour worked and an additional \$5 (\$4) per day for lodging.

Bereavement
Leave: Up to 3 (1) days' paid leave upon death of grandparent.

The following changes are effective March 1, 1992, unless otherwise stated.

Health and
Welfare: Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).

LTD - Maximum benefit is \$1,600 (\$1,350) per month.

Major Medical - Hospice Care is added with a maximum benefit of \$7,500 (new). Coverage is extended to include out-of-province coverage (new). Maximum claim is \$300 per year for the services of a Chiropractor upon exhaustion of OHIP coverage (new).

Vision - Maximum claim is \$175 (\$150) every 2 years and \$100 annually for prescription changes for children aged 14 and under (unchanged).

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. 90%-10% (85%-15%) co-insurance for major restorative services. Maximum claim for basic services is \$1,500 (\$1,000). Maximum lifetime claim is \$1,000 (\$750) for orthodontic services. Effective February 5, 1992, full reimbursement for major restorative services.

Continuation of Benefits - Dental coverage continues for employee on Weekly Indemnity and LTD (new).

Pension Plan: Basic Benefit - \$27 (\$24) per month per year of service. Effective February 5, 1993 and 1994, \$28 and \$29 respectively.

Supplemental Benefit - \$16 (\$14.50) per month per year of service to a maximum of \$480 (\$435). Effective February 5, 1993, \$17 to a maximum \$510.

Safety Shoe Allowance: \$75 (\$50) every 18 months.

Union Education Leave Fund: Employer Contribution - 2¢ (1¢) per compensated hour per employee.

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1992 to March 31, 1995, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>	<u>Apr. 1/94</u>
	COLA fold-in	\$1.68		
	Additional Adjustments	Minor restructuring of wage schedule		
	General Increases		40¢	40¢
	Group III (includes Labourer-General Help)	\$18.29 (\$16.61)	\$18.69	\$19.09
	Group I (includes Auto Mechanic)	\$20.30 (\$18.62)	\$20.70	\$21.10

COLA: \$1.73 COLA was generated during the previous agreement. \$1.68 is folded in on April 1, 1992, leaving 5¢ to float.

1¢ per 0.1266 (0.3) point increase in the CPI - 1981=100 (1971=100), using the December 1991 index as the base. Adjusted quarterly.

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Bereavement Leave: 3 days' paid leave upon death of grandchild (new).

Paid Union Leave: 2 hours per day for the Union Health and Safety Chairman to deal with matters relating to Health and Safety if bargaining unit is more than 200 employees (new). 8 hours per day for Plant Chairman if bargaining unit is more than 150 (200) employees.

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$28,000). Effective April 1, 1993 and 1994, \$31,000 and \$32,000 respectively.

Life Insurance for Retirees - Benefit is \$7,000 (\$6,000).
Effective April 1, 1994, \$8,000.

AD & D - Benefit is \$16,000 (\$15,000). Effective April 1, 1993 and 1994, \$17,000 and \$18,000 respectively.

Weekly Indemnity - Benefit is 60% of weekly earnings or UIC maximum whichever is greater for a maximum of 52 weeks.
(Previously, 66 2/3% of UIC maximum insurable earning.)

Vision - Maximum claim is \$150 (\$120) every 2 years.

Drugs - \$1 (35¢) co-payment per prescription.

Dental - Coverage continues to be based on current year's ODA fee schedule. Maximum claim for orthodontic services is \$1,600 (\$1,500).

Continuation of Benefits - Health and Welfare benefit coverage continues for up to 3 (2) months for employee on lay-off, strike, leave of absence or any interruption of service other than Weekly Indemnity. Life Insurance coverage continues to age 65 for employee on Weekly Indemnity with 10 years of service (new).

Paid Negotiation Committee: Maximum 4 employees paid at regular rate for a maximum of 5 (4) days in preparation for and during negotiations.

Pension Plan: Basic Benefit - Benefit is \$26 (\$25) per month per year of service. Effective April 1, 1993 and 1994, \$27 and \$29 respectively.

Bridging Benefit - Effective April 1, 1994, benefit is \$18 (\$16) per month per year of service to a maximum of 30 years (unchanged) for retiree aged 55 to 65.

Special Bridging Benefit - Effective April 1, 1993, benefit is \$7 (\$5) per month per year of service to a maximum of 30 years for retiree aged 55 to 60. Effective April 1, 1994, \$9.

Current Retirees - Benefit increased by 75¢ per month per year of service for retirement prior to April 1, 1992. Effective April 1, 1994, increased by an additional \$1.25 per month per year of service for retirement prior to April 1, 1994.

Survivor Benefit (new) - 65% of employee's accrued pension benefit.

ELECTRICAL PRODUCTS

Asea Brown Boveri Inc., Power Transformer Division at Guelph - Local 541, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 410 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
COLA Fold-in		49¢		
General Increases		3.5%	2%	2%
Labourer		\$15.054 (\$14.315)	\$15.355	\$15.662
Tool and Die Maker		\$19.379 (\$18.234)	\$19.767	\$20.162

NOTE: Previous wages reflect the results of a job evaluation plan.

COLA: 49¢ was generate under the previous agreement and folded into wages leaving no float.

Effective January 1, 1992, inoperative. Effective January 1, 1993, 1¢ per 0.135 point increase in the CPI - 1981=100, using the December 1992 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.32 point change in the CPI - 1971=100.)

Pay for work on
a Paid Holiday: Double-time. (Time and one-half.)

Health and
Welfare: AD & D - Benefit is one times salary. (Previously, maximum benefit \$40,000.)

LTD - Effective February 23, 1992, benefit is 66 2/3% (50%) of regular wages with no UIC interim period.

Major Medical - \$100 (\$50) for orthopaedic shoes.

Vision - Effective February 23, 1992, maximum claim is \$80 (\$60) every 2 years. Effective January 1, 1993, \$100.

Dental - Coverage is based on the previous year's (2 year lag) ODA fee schedule. Maximum claim is \$1,250 (\$1,000). Effective February 5, 1994, \$1,500. Orthodontic coverage is added with a lifetime benefit of \$750, on a 50%-50% co-insurance basis (new).

Safety Shoe
Allowance: Effective February 23, 1992, \$70 (\$65). Effective January 1, 1993 and 1994, \$75 and \$80 respectively.

CONSTRUCTION

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (non-ICI linework, and industrial, commercial, institutional and residential construction): Two 36-month renewal agreements effective from May 1, 1992 to April 30, 1995, with wages* retroactive to February 15, 1992, covering 12,700 employees, settled at the bargaining stage. Duration of negotiation - 1 1/2 months.

Package:	Effective	<u>Feb. 15/92</u>	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	\$1.10		\$1.10	\$1.20
	Additional Adjustments		10¢ for CCO Fund; Bill 162**		
	<u>Journeyman Lineman-Splicer (non-ICI)</u>				
	Local 402 Thunder Bay	\$31.88 (\$30.78)	\$32.01	\$33.11	\$34.41
	Local 353 Toronto	\$33.80 (\$32.60)	\$33.92	\$35.02	\$36.22
	<u>Journeyman Electrician (ICI)</u>				
	Local 402 Thunder Bay	\$31.88 (\$30.78)	\$32.01	\$33.11	\$34.18
	Local 105 Hamilton	\$33.33 (\$32.23)	\$33.43	\$34.53	\$35.73
	Local 353 Toronto	\$33.80 (\$32.70)	\$33.92	\$35.02	\$36.22
	**3¢ for Bill 162 in Thunder Bay and 2¢ for Bill 162 in Toronto.				
	Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, industry, training and other funds. Toronto rates include the Toronto Employment Incentive.				
Conditional Wage Adjustment:	After all ICI trades have settled, the Joint Board will review the monetary settlement. If the parties fail to reach an agreement, a selector will adjust the settlement to reflect the average of the two highest settlements effective retroactive to the ratification date of the highest settlement.				
Saturday Premium (new):	Double time for all work performed on new overhead line construction or when working with a utility which pays double time for Saturday. (Previously, time and on-half between 8 a.m. and noon, double time thereafter.)				
Room and Board:	<u>Local 402</u> - Effective February 15, 1992, \$8.15 per hour (\$7.90) to a maximum of 8 hours per day for normal work week and a maximum of 10 hours per day for a compressed work week. Effective May 1, 1993 and 1994, \$8.40 and \$8.67 respectively.				

Local 1687 - Effective February 15, 1992, \$8.05 (\$7.80) per hour to a maximum of 8 hours per day and to a maximum of 9 hours on shift work. Effective May 1, 1993 and 1994, \$8.30 and \$8.57 respectively.

Linemen - Increased by same percentage as Local 1687 for a total of \$62.95 (\$61) per day.

All other areas - Effective February 15, 1992, rates will be increased by \$1.50 per day, where applicable. Effective May 1, 1993 and 1994, an additional \$1.50 per day respectively.

Marketing and
Promotion Fund
(new):

Employer contribution - 10¢ per hour.

Tool Allowance: Employer supplies a maximum of 6 (4) pairs of linemen gloves per year.

Travel Allowance: Effective February 15, 1992, 31¢ (30¢) per kilometre, where applicable. Effective May 1, 1993 and 1994, 33¢ and 34¢ respectively.

Zone Allowance: Effective February 15, 1992, rates increased 90¢ per day, where applicable. Effective May 1, 1993 and 1994, an additional 90¢ respectively.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 667 and 677, Canadian Union of Public Employees (CLC) (office and professional unit, English Services Division and production unit): Two 3-month renewal agreements, effective from February 7, 1992* to May 3, 1992, with wages retroactive to May 6, 1991, covering 2,100 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Previous agreements expired May 5, 1991.

Wages: Effective May 6, 1991

General Increase 3%

Annual Rates

Office and Professional
36.25 hours per week

Group 1	\$16,261-\$16,795
(Office Junior)	(\$15,787-\$16,306)

Group 9	\$42,653-\$53,913
(includes Sales Promotion Representative)	(\$41,411-\$52,343)

Production Unit
40 hours per week

Group 1	\$22,871-\$24,733
(Designer's Helper)	(\$22,205-\$24,013)

Group 9	\$42,733-\$46,206
(Film Editor-in-Charge)	(\$41,488-\$44,860)

Maximum rate for Production Unit employee is reached after 3 annual increases; for Office and Professional, after one annual increase for Group 1 and after 6 annual increases for Group 9.

Shift Premium: \$3.10 (\$3) per hour worked between midnight and 7 a.m.

Acting Pay: An employee temporarily assigned or promoted to perform principal job functions of a higher classification from 4 hours to a maximum of 4 weeks, receives an additional daily rate as follows:

<u>Office and Professional</u> - Groups 1-3	\$ 7.20 (\$ 7)
4-6	\$ 8.75 (\$8.50)
7-9	\$10.30 (\$10)

<u>Production</u> - Groups 1-4	\$ 8.75 (\$ 8.00)
Groups 5 & up	\$10.30 (\$10.00)

Health and Welfare: Dental Plan - Employer will contribute a one-time lump-sum payment of \$50,000 for each agreement to union administered fund.

Meal Allowance: \$9.25 (\$9) for second meal and \$4.65 (\$4.50) for third meal.

Car Allowance: Sales Representatives - \$273 (\$265) total allowance per month when using own car for employee hired after May 8, 1989 or choice of \$53 (\$51) per month plus mileage, if hired before May 8, 1989.

Production - \$55 (\$53) plus mileage for cinematographer.

ELECTRIC POWER, GAS AND WATER UTILITIES

Union Gas Limited in Southwestern Ontario - Various Locals, Energy and Chemical Workers (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from January 1, 1992 to December 31, 1993, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 17/92	Jan. 3/93
	General Increases	4%	2%
	Additional Adjustments	Inequity adjustments for some classifications	

Hourly Rates

Ground Attendant	\$16.06-\$17.19 (\$15.34-\$16.42)	\$16.15-\$17.29
Customer Service Representative	\$15.95-\$20.42 (\$15.34-\$19.63)	\$16.15-\$20.13
Plant Mechanic	\$16.68-\$21.04 (\$16.04-\$20.23)	\$20.35-\$21.46

Weekly Rates

	<u>Feb. 17/92</u>	<u>Jan. 3/93</u>
Clerk Grade 1	\$431.40-\$481.88 (\$414.81-\$463.35)	\$440.03-\$491.52
Clerk Grade 9	\$700.61-\$751.61 (\$673.66-\$722.70)	\$714.62-\$766.64

Maximum rate for Grounds Attendant is reached after 1 year, after 3 years and 9 months for Plant Mechanic, after 4 years and 3 months for Customer Service Representative and after 2 years and 9 months for Clerk Grade 1 and 9.

Lump Sum Settlement Payment: 4% of earnings from December 29, 1991 to February 17, 1992, in lieu of retroactivity.

COLA: Effective January 1, 1993, 1¢ per 0.265 point increase in the CPI - 1971=100 using the December 1986 index as the base. Triggered at 4%. (Basic formula unchanged. Previously, inoperative.)

Health and Welfare: Life Insurance - Effective January 1, 1993, maximum benefit is \$93,000 (\$90,000).

Dental - Effective January 1, 1993, coverage is based on 1991 (1990) ODA fee schedule.

Safety Shoe Allowance: \$70 (unchanged) per calendar year, coverage extended to include Construction Labour Pool employees (new). \$25 (new) for summer students.

EDUCATION AND RELATED SERVICES

Grey County Board of Education at Markdale - Ontario Public School Teachers' Federation (Ind.) (elementary occasional teachers): A 12-month renewal agreement effective January 1, 1992 to December 31, 1992, covering 338 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/92</u>
	General Increase*	5.8%
	Teacher-Category A	\$26,449-\$49,495 (\$24,989-\$46,763)
	Teacher-Category A1 0-10 years	\$28,724-\$49,495 (\$27,138-\$46,763)
	Teacher-Category A4 0-12 years	\$32,860-\$62,197 (\$31,046-\$58,763)

* Long Term Occasional Teacher and certified Short Term Teacher receive a daily rate equal to 1/194 of the appropriate grid salary. Non-certified Short Term Occasional Teacher receive a daily rate equal to 75% of the minimum salary of Category A.

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 923 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increase	5.1%	
	Pay Equity Adjustments		Teacher-Categories D, C and B deleted and replaced with
	Teacher-Category A		
	Teacher-Category A 0-13 years		\$28,840-\$50,040
	Teacher-Category A1 0-11 years	\$31,060-\$50,040 (\$29,550-\$47,610)	
	Teacher-Category A4 0-12 years	\$35,780-\$63,060 (\$34,040-\$60,000)	
	Principal 0-3 years	\$71,460-\$75,710 (\$67,990-\$72,040)	

Annual Responsibility Allowances: Increased by 5.1% except 7.1% for Educational Coordinator.

Paid Maternity/
Adoption Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Paid Preparation 28 (18) minutes per day.
Time:

Ottawa Board of Education - Ontario Secondary School Teachers' Federation (Ind.)*
(full and part-time custodial, maintenance and service employees): A 24-month renewal agreement effective from March 16, 1991 to March 15, 1993, covering 600 employees, settled with mediation assistance. Duration of negotiations - 11 1/2 months.

* Previously, Ottawa Board of Education Employees' Union (Ind.)

Wages:	Effective	Mar. 16/91	Mar. 16/92	Sep. 16/92
General Increases		5.5%	2%	1% non-compounded
<u>Part-time Employees</u>				
Kitchen* Assistant		\$10.35 (\$9.81)	\$10.56	\$10.66
Caretaker*		\$11.40** (\$11.03)	\$11.87	\$11.99
<u>Full-time Employees</u>				
Chief Custodian Category 5 (1-24 classes)		\$13.95 (\$13.22)	\$14.23	\$14.37
Electrician Maintenance Category 1		\$16.84 (\$15.97)	\$17.18	\$17.35

* Previous rates for Kitchen Assistant and Caretaker reflect pay equity adjustments during the previous agreement.

** Effective August 21, 1991, \$11.64.

Lump Sum Settlement Payment: \$10 per employee.

Shift Premium: Effective March 16, 1992, 25¢ (10¢) per hour for Custodian II on the afternoon shift.

Saturday Premium: Effective March 16, 1992, 70¢ (65¢) per hour worked:

Rest/Meal Time: Bus Driver receives time and one half off in lieu of missed breaks and lunch period (new).

Health and
Welfare:

The following benefit changes are effective on May 7, 1992:

Major Medical - Employer pays 90% (80%) of premium costs.

Semi-Private Hospitalization - Employer pays 90% (80%) of premium costs.

Vision (new) - Employer pays 90% of the premium costs. Maximum claim is \$150 every 2 years.

Dental - Employer pays 70% (50%) of the premium costs. Coverage is based on 1991 (1988) ODA fee schedule.

Safety Shoe
Allowance:

\$60 (\$50) per year.

Meal Allowance:

Effective February 10, 1992, \$7.50 (\$6.64) after 3 hours of overtime and \$2.50 (new) for breakfast.

Victoria County Board of Education at Lindsay - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 270 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:

Effective

Sept. 1/91

General Increase

4.9%

Teacher-Category 1
0-11 years

\$29,138-\$50,041
(\$27,777-\$47,704)

Teacher-Category 4
0-12 years

\$34,839-\$63,343
(\$33,211-\$60,384)

Allowances:

Responsibility - Increased in accordance with the general salary increase.

Related Trade - \$700 (\$577) per year of experience beyond entrance requirements for trade to maximum of 8 years (unchanged) for technical subjects teachers.

Extra Degree - \$270 (\$258).

Master's Degree - \$960 (\$915).

Doctorate Degree - \$1,150 (\$1,096).

Health and
Welfare:

Major Medical - Effective March 1, 1992, deluxe out-of-province coverage is provided (new).

Vision - Effective March 1, 1992, maximum claim is \$200 (\$150) per year per person.

Dental - Effective March 1, 1992, coverage is based on the 1991 (1988) ODA fee schedule.

Professional
Development
Fund:

Effective January 1, 1992, \$24,412 (\$21,412) for 1992 calendar year.

Royal Ontario Museum at Toronto - Local 543, Ontario Public Service Employees (NUPGE) (CLC): A 12-month renewal agreement effective from July 1, 1991 to June 30, 1992, covering 230 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/91</u>
	General Increase	3.5%
	Grade 2 (Clerk)	\$20,927-\$23,916 (\$20,219-\$23,107)
	Grade 8 (includes Artist)	\$28,855-\$32,977 (\$27,879-\$31,862)
	Grade 14 (includes Conservator)	\$39,787-\$45,471 (\$38,442-\$43,933)
	Maximum rates are reached after 2 years.	

HEALTH AND WELFARE SERVICES

Metropolitan Toronto Association for Community Living, Residential Services and Vocational and Industrial Services - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 12-month renewal agreements effective from July 1, 1991 to June 30, 1992, covering 713 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/91</u>
	Average Increase	5%
	Additional Adjustments	Restructuring of wage schedule
	<u>Annual Rates</u>	
	Full-time	
	<u>Residential Services</u>	
	0-4 years	
	Residential Counsellor I	\$20,094-\$23,108 (\$19,039-\$21,842)
	Residential Counsellor III	\$28,133-\$32,354 (\$26,922-\$30,961)

Vocational and
Industrial Services
0-4 years

Instructor II	\$25,752-\$29,614 (\$24,279-\$27,921)
Vocational Counsellor III	\$34,279-\$39,422 (\$32,803-\$37,724)

Paid Holidays (Part-Time): Easter Monday is added (new).

Vacation Pay (Part-Time): 6% after 6 years of service (new).

The following provisions apply to full-time employees only.

Paid Paternity Leave: 2 (1) days' paid leave upon birth of a child.

Paid Leave for Family Care: 2 days per year of accumulated sick leave for immediate family care (new).

Health and Welfare: Vision - Effective March 1, 1992, maximum claim is \$200 (\$150 every 2 years).

Dental - Effective March 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule.

Car Insurance Allowance: Effective March 1, 1991, \$20 (\$10) per month for employee's personal car insurance if on employer's business and if travelling in excess of 1,000 kilometres a month averaged over a three-month period.

Mileage Allowance: Effective March 1, 1992, 28¢ (27¢) per kilometre.

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (Administrative Support Group): A 15 month renewal agreement effective from February 7, 1992* to April 30, 1993, covering 524 employees, settled by legislation.** Duration of negotiations - 5 months.

* Previous agreement expired April 30, 1991.

** Public Sector Compensation Act (Bill C-29).

Wages:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
	General Increase		3%
	Additional Adjustments	***	
	<u>Annual Rates</u>		
	AD-Level 1	\$14,677-\$21,039 (new)	\$15,117-\$21,670
	AD-Level 4	\$25,286-\$34,349 (new)	\$26,045-\$35,379

*** Major restructuring of salary schedule with the implementation of AD-Levels to replace CR-Levels.

Maximum rates are reached on merit.

Performance Bonus (new): Lump sum payments of 3.5% to 10% for employees who are at their maximum for 12 months or more.

Acting Pay: Employee temporarily transferred to a higher classification for at least 5 consecutive working days receive not less than 3.5% higher than the rate received of the previous position held. (Previously, not less than one increment higher.)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): A 24-month renewal agreement covering Working Conditions, Employee Benefits and Wages* effective from January 1, 1992 to December 31, 1993, covering 51,200** employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously, wages negotiated separately for all categories.

** Refers to full-time classified employees only. Short term contract employees are also covered by this agreement.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases	\$3.73 per week plus 0.5%, representing 1% on the average rate in the bargaining unit	\$7.53 per week plus 1%, representing 2% on the average rate in the bargaining unit***

Weekly Rates

Maintenance
Services

Operator 1,	\$447.33-\$486.66	\$459.41-\$499.13
Bindery Equipment	(\$441.37-\$480.51)	

Scientific and
Professional

Psychologist 3	\$1,190.94-\$1,481.74	\$1,210.45-\$1,504.16
Minimum 36.25 hours per week	(\$1,181.28-\$1,470.64)	

Maximum rates are reached on merit.

*** Additional increase if the Ontario CPI increases by more than 3% above the October 1992 to December 1992 index.

The following changes are effective February 3, 1992, except for Shift Premium, Private/Semi-Private Hospitalization and Vision Care, which are effective January 1, 1992.

Shift Premium: 0-52¢-62¢ (0-48¢-58¢).

On-Call Duty: \$1 (25¢) per hour.

Paid Vacation: 6 weeks after 26 (27) years of service.

Paid Union Leave: 4 hours every 3 weeks for local president or designee.
(Previously, 4 hours every month.)

Health and Welfare: LTD - Benefit increased by a maximum of \$425 per month for recipient in 1975 to \$10 for recipient in 1989.

LTD Indexing (new) - Effective December 31, 1993, increase based on the Ontario CPI. Capped at 2% per year.

Private/Semi-Private Hospitalization - Maximum benefit is \$75 (\$50) per day.

Vision - Maximum claim is \$200 (\$100) every 2 years.

Dental - Coverage is based on the current year's ODA fee schedule for basic and major restorative services. (Previously, the 1990 ODA fee schedule for major restorative services, and unchanged for basic services.) 85%-15% (80%-20%) co-insurance for basic services. Maximum lifetime claim for dentures and orthodontic services is \$3,000 (\$2,000).

Meal Allowance: \$6 (\$5) after 2 hours unscheduled overtime.

Job Security: Guarantee of one job offer per employee for employees declared surplus due to contracting out, divestment or relocation (new).

Notice of lay-off extended to 6 months or pay in lieu.
(Previously, based on the Employment Standards Act.) Employer provides 6 months of employment-related training for employees declared surplus (new).

Separation Allowance - 2 weeks' pay per year of service to a maximum of 12 weeks' pay in addition to \$3,000 reimbursement for tuition fees for employee resigning within one month of surplus notice, and 4 weeks' pay in addition to \$1,250 reimbursement for tuition fees for employee resigning later than one month of surplus notice (new).

Addenda

November 1991 Settlement

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Chatham and Milton - Locals 127 and 1067, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 15, 1992 to March 15, 1995, covering 330 employees, settled at the bargaining stage and ratified in November 1991. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 15/92	Mar. 15/93	Mar. 15/94
Cola Fold-in		\$1.24		
Increases*		10¢	10¢	20¢
Skilled Trades Adjustment		10¢	10¢	10¢
Additional Adjustments	10¢ for Crane and Stabilizer Setup Technician			
<u>Milton Plant</u>				
General Labour		\$16.11 (\$14.77)	\$16.21	\$16.41
Tool & Die Maker		\$18.76 (\$17.32)	\$18.96	\$19.26

* Wage Freeze - All jobs \$18.00 and over at Chatham.

Other Adjustments: Torsion Bar Inspection and 345 Line Paintline are eliminated.

COLA: \$1.28 was generated under the previous agreement. \$1.24 is folded into wages leaving 4¢ to float.

1¢ per 0.3 point change in the CPI - 1971=100, using the March 1992 index as the base. Adjusted quarterly. 3¢ per quarter is diverted to the pension plan. (Basic formula is unchanged.)

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Education Leave Fund: Employer contributes \$10 (\$6) per employee per quarter.

Unless otherwise stated, Health and Welfare and Pension changes are effective March 1, 1992.

Health and Welfare: Life Insurance and AD & D - Benefit is \$34,000 (\$32,000). Effective March 15, 1993 and 1994, \$36,000 and \$38,000 respectively.

Life Insurance for Retirees - Benefit is \$5,000 (\$4,000).

Weekly Indemnity - Benefit is \$355 (\$345). Effective March 1, 1993 and 1994, \$365 and \$380 respectively.

Major Medical - \$25 (\$20) per visit beyond OHIP maximum for chiropractic treatment, maximum 15 (10) visits.

Vision - Maximum \$60 (\$50) for frames.

Dental - Maximum annual claim is \$1,300 (\$1,250) per family member. Maximum claim for orthodontic services is \$1,100 (\$1,000). Predetermination level is \$300 (\$200).

Continuation of Benefits - Survivor - Health and Welfare benefits maintained for 30 (24) months.

Transition Benefit - Benefit is \$400-\$475 (\$375-\$450). Effective March 15, 1993, \$425-\$500.

Bridging Benefit - Benefit is \$400 (\$375). Effective March 15, 1993, \$425.

Pension Plan: Basic Benefit - \$24.75 (\$21.75) per month per year of service. Effective March 1, 1993 and 1994, \$25.75 and \$26.75 respectively.

Current Retirees - Effective March 1, 1994, \$1 per month per year of service is added to basic pension for retiree prior to March 31, 1992.

Early Retirement Incentive - When the number of jobs at a master location is reduced due to classification changes and/or technological change, resulting in permanent layoff, eligible employee will have 90 days to decide to retire and receive a bonus of \$10,000 (\$5,000).

Early Retirement "30-and-out" Special Allowance - Maximum monthly benefit is \$1,900 (\$1,675).

Special Pension Payments: Current Retirees and Surviving Spouses - Lump sum payments of \$300 for retiree and \$180 for surviving spouse (unchanged).

Safety Shoe Allowance: \$75 (\$65) per year. Effective March 1, 1994, \$80.

SUB: Employer Contribution - 27¢-37¢ (26¢-36¢) per hour per employee based on a percentage relationship of fund assets to maximum funding. Effective in 1993 and 1994, 1¢ is added in each year.

Contingent Liability Fund - \$250,000 (\$200,000).

December 1991 Settlement

PERSONAL SERVICES

Canadian Pacific Hotels Corporation, Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 370 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4%	3%
	Additional Adjustments	7¢-44¢ for some classifications	7¢-37¢ for some classifications
	<u>Banquet Employees</u>		
	Waiter/Waitress	\$6.44 (\$6.19)	\$6.63
	Electrician	\$14.73 (\$14.16)	\$15.17
Gratuities:	Effective January 1, 1992 65% (60%) of accumulated gratuities per pay period among designated employees. Effective January 1, 1993, 70%.		
Overtime Pay:	Time and one-half, payable in 15 minute increments (unchanged) after 40 (44) hours worked in the same week for eligible full-time employee.		
Bereavement Leave:	3 (1) days' paid leave upon death of parent, spouse, child, brother, sister, parent-in-law or grandparent.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is one times annual salary for single employee and two times for married employee. (Previously, maximum \$15,000.)		

Life Insurance for Retirees (new) - Benefit is \$4,000.

AD & D - Coverage and certain benefits have been modified.

Weekly Indemnity - Maximum benefit will be in accordance with UIC entitlement. (Previously, maximum \$370)

Major Medical - Daily maximum for private room deleted. (Previously, \$50 per day). Maximum for semi-private coverage at a convalescent hospital deleted. (Previously, \$10 per day for a maximum of 120 days.)

Co-insurance for drugs, other medical services and benefits and for physicians and hospital fees out-of-Canada deleted. (Previously, 80%-20% co-insurance).

Employer pays 50% (100%) of premium costs for supplementary benefits with the following changes: maximum \$350 (\$200) per year for psychologist, speech therapist, chiropractor, osteopath, chiropodist/podiatrist, naturopath and masseur; maximum \$350 per year for acupuncturist and christian science practitioner (new); maximum \$150 per year for orthopaedic shoes (new). Prosthetics and appliances for chronic care items, CF and diabetes are added. (Previously, for temporary therapeutic use only.)

Coverage is extended to include fees exceeding the provincial health guidelines maximums (new).

Dental - Employer pays 50% (100%) of premium costs. Coverage is based on the current (1981) ODA fee schedule. Co-insurance factor for basic and preventive treatments deleted. (Previously, 80%-20% co-insurance). Deductibles for preventive treatment deleted. (Previously, \$25 single/\$50 family). Plan is extended to include major restorative coverage including dentures with 50%-50% co-insurance and \$25 single/\$50 family deductible. \$1,000 annual maximum claim for all services.

Continuation of Benefits - Disability - Benefit coverage continues for 90 days (new) for Major Medical and to age 65 (60) for Life Insurance.

Safety Shoe/
Glasses
Allowance:

Effective November 18, 1991, 50% reimbursement upon proof of purchase for safety shoes or glasses when required by the employer to a maximum of \$40 (\$30) every 2 years. Effective December 16, 1992, \$45.

January 1992 Settlements

EDUCATION AND RELATED SERVICES

Lambton County Roman Catholic Separate School Board at Sarnia - Ontario English Catholic Teachers' Association and Association des Enseignants et Enseignantes Franco-Ontariens (Ind.) (elementary school teachers): A 24-month extended agreement, effective from September 1, 1992 to August 31, 1994, covering 300 employees, settled at the bargaining stage and ratified in January 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/92</u>	
	General Increase	1%	
	Teacher-Category B-D 0-11 years	\$26,129-\$47,551 (\$25,870-\$47,080)	
	Teacher-Category A1 0-11 years	\$27,644-\$49,066 (\$27,370-\$48,580)	
	Teacher-Category A4 0-11 years	\$34,708-\$62,677 (\$34,364-\$62,056)	
	Effective	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	2%	2% with Wage Reopener
	Teacher-Category B-D	\$26,652-\$48,502	\$27,185-\$49,472
	Teacher-Category A1	\$28,197-\$50,047	\$28,761-\$51,048
	Teacher-Category A4	\$35,402-\$63,931	\$36,110-\$65,210
Special Leave:	Effective January 1, 1993, 1 paid day and 2 unpaid days to be taken at employee's discretion (new).		
Health and Welfare:	<u>Major Medical</u> - Employer pays 85% of premium costs for Blue Cross Deluxe Travel Plan (new).		

Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 542 employees, settled at the post mediation bargaining stage and ratified in January 1992. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.1%

Additional Adjustments	\$500 for Vice-Principal
Teacher-Category 1 0-11 years	\$31,060-\$50,040 (\$29,550-\$47,610)
Teacher-Category 4 0-12 years	\$35,780-\$63,060 (\$34,040-\$60,000)
Vice-Principal 0-2 years	\$71,730-\$74,850 (\$67,770-\$70,740)
Principal 0-2 years	\$80,630-\$84,520 (\$76,720-\$80,420)

Annual Responsibility Allowances:	Increased in accordance with the general salary increase except 5.1% plus \$1,500 for Educational Co-ordinator and Alternative Education Officer.
Paid Maternity/Adoption Leave:	Wages equivalent to the UIC benefit for the 2-week waiting period (new).
Federation Leave:	Employer pays 50% of President's benefit costs while engaged in Federation activities (new).

HEALTH AND WELFARE SERVICES

<u>St. Joseph's Health Services Association Inc., St. Joseph's Health Centre at Sarnia - Local 220, Service Employees International (AFL-CIO/CLC):</u> Two 24-month first agreements effective from November 17, 1989 to November 16, 1991, covering 400 employees, settled by arbitration in January 1992. Duration of negotiations - 26 months.			
Wages:	Effective	<u>Jan. 1/90</u>	<u>Apr. 1/91</u>
	<u>Full-time and Part-time</u>		
	Porter-Patient	\$10.759-\$11.798	\$11.52-\$12.74
	RNA	\$12.276-\$13.266	\$13.19-\$14.33
	Licensed Trades (excluding part-time Electrician)	\$14.604-\$16.271	\$15.69-\$17.57
Maximum rates for Licensed Trades and Porter-Patient are reached after 2 annual increases, for RNA after 3 annual increases.			
Hours of Work:	<u>Full-time</u> - 37 1/2 hours per week.		

Extended Tour - RNA's may be scheduled on extended tours of 11.25 hours per day.

Part-time - Up to 24 hours per week.

Shift Premium:	45¢ per hour worked after 3 p.m.
Overtime Pay:	Time and one half or time off in lieu thereof for hours worked after 7 1/2 hours per day and 37 1/2 hours per week. Double time for 2nd consecutive shift for Nursing Department.
Paid Rest Periods:	Two 15-minute rest periods per 7 1/2 hour shift. 15 minutes for each 4 hours of work for other shifts.
Responsibility Pay:	\$4 for each shift for employee assigned duties outside of the bargaining unit in excess of 1/2 shift.
Acting Pay:	Employee temporarily assigned to higher classification for 1 shift or more, receives appropriate rate in the higher classification.
Reporting Pay:	Minimum 4 hours' pay at regular rate.
Call Back Pay:	Minimum 3 hours' pay or time off in lieu thereof.
Stand-by Pay:	\$2.10 per hour.
Paid Holidays:	<u>Full-time Employees</u> - New Year Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and 3 floating days are recognized for a total of 12 days.
Paid Vacation:	1 1/4 days for each month of completed service at 6% of earnings for employees with 6 months service. 3 weeks after 1 year of service, 4 after 5, 5 after 15 and 6 after 25.
Pay for Work on a Paid Holiday:	Time and one half or time off in lieu thereof.
Bereavement Leave:	Up to 3 consecutive days' paid leave upon the death of spouse, child, parent, sibling, mother/father-in-law, grandparent, grandchild, step-parent and step-child. Paid leave on the day of the funeral upon the death of brother/sister-in-law, spouse's grandparent, and daughter/son-in-law.
Maternity Leave:	<u>SUB</u> - Benefit is equal to the difference between 75% of regular weekly earnings and the UIC benefit for a maximum of 15 weeks after the 2-week waiting period.
Examination Leave:	Employee receives regular rate to write examinations.
Jury Duty/ Witness Leave:	Employee receives the difference between regular daily wages and jury or witness pay.

Health and
Welfare:

Full-time Employees

LTD - Employer pays 75% of the premium costs for the HOODIP.

Semi-Private Hospitalization - Employer pays 100% of the premium costs.

Major Medical - Employer pays 75% of the premium costs with annual deductibles of \$15 for single coverage and \$25 for family coverage. Deductible and premium coverage is applicable to Hearing, Vision and Private Duty Nursing Care.

Vision - Maximum claim is \$60 every 2 years.

Hearing - Maximum lifetime claim is \$400.

Private Duty Nursing - Maximum of 90 eight-hour shifts per year.

Life Insurance - Employer pays 100% of the premium costs for HOOGLIP.

Dental - Employer pays 75% of the premium costs for Blue Cross Plan #9. Coverage is based on 1989 ODA fee schedule.

Part-time Employees - 13% of straight time hourly rate in lieu of health and welfare benefits. 9% for those employees enrolled in the Pension Plan.

Pension Plan: Employees enrolled in HOOPP.

Uniform Allowance: \$80 per year.

Job Security: Contracting Out - Full-time - Employer will not contract out any work regularly done by employees, if contracting out results in lay-off.

Paid Health and Safety Committee: Employee attending meeting during scheduled working hours or when off duty, paid at regular rate for time spent at meeting.

Paid Negotiation Committee Leave: Employee paid for negotiating meetings up to and including conciliation.

Paid Union Committee Leave: Employee paid for grievance meetings up to but not including arbitration.

Ottawa-Carleton Regional Municipality, Health Department, at Ottawa - Employees' Association (Ind.): A 27-month renewal agreement effective from January 1, 1991 to March 31, 1993, covering 406 employees, settled by arbitration in January 1992. Duration of negotiations - 14 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	Increases	0-4.16% for Nurses and Home Care Case Managers; 5.5% for all other employees	5.48%-6.42% for Nurses and Home Care Case Managers
	Group 1 (RNA)	\$14.00-\$16.46 (\$13.27-\$15.60)	
	Group 12 (Health Planning Officer)	\$26.18-\$31.23 (\$24.82-\$29.60)	
		<u>Jan. 1/92</u>	<u>July 1/92</u>
	Increases	.93%-2.17% for Nurses and Home Care Case Managers; Wage Reopener for all other employees	1.5%-2.68% for Nurses and Home Care Case Managers
	Maximum rates are reached after 5 years.		
Probationary Period:	<u>Part-time employees</u> - 624 hours or a maximum of one year. (Previously, 6 months.)		
Health and Welfare:	<u>Vision</u> - Effective November 29, 1991, maximum claim is \$200 (\$150) every 2 years.		
	<u>Dental</u> - Effective November 29, 1991, coverage is based on 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule.		

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality at Ottawa - Employees' Association (Ind.) (professional employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991*, covering 260 employees, settled by arbitration in January 1992. Duration of negotiations - 12 months.

* Wage schedule for Nurses effective from May 1, 1991 to April 30, 1993.

Wages:	Effective	<u>Jan. 1/91</u>	<u>May 1/91</u>
	Increases	5.5% for all employees except Nurses	-1.93% to 6.14% for Nurses**
	Additional Adjustment		Nurses' grid extended to 10 (9) levels

Annual Rates

Engineer \$27,854.62-\$33,109.66
(Group 01) (\$26,402.48-\$31,383.56)

Ontario Land \$63,642.45-\$69,045.97
Surveyor (\$60,324.16-\$65,446.42)
(Group 04)

Effective	<u>Nov. 1/91</u>	<u>May 1/92</u>
Increases	0-4.17% for Nurses	0-6.99% for Nurses

Maximum rate for Engineer Group 1 is reached after 5 years and for Ontario Land Surveyor, after 3 years.

** Nurses in levels receiving a negative increase are red circled.

Shift Premium 85¢ (55¢) per hour worked between 3:30 p.m. and 7:30 a.m.
(Nurses):

Temporary \$1.20 (85¢) per hour when assigned responsibilities of
Responsibility supervisor for a full shift.
Pay (Nurses):

Paid Parental Maximum 15 weeks at the difference between 93% of salary and UIC
Leave: benefit for male employee required to care for child because
 spouse returned to work or is unable to care for child (new).
 Employee continues to accumulate vacation credits while in
 receipt of the above.

Health and Vision - Effective November 29, 1991, maximum claim is \$200
Welfare: (\$150) every 2 years.

Dental - Effective November 29, 1991, coverage is based on 1990
(1989) ODA fee schedule. Effective January 1, 1992, the 1991
ODA fee schedule.

Professional Employee pays 50% of the annual fee for membership in required
Association professional associations.
Allowance (new):

Severance Pay: 5 (4 1/2) months' pay for surplus employee with 5 but less than
 10 years' service, 7 for 10 but less than 13 and 9 for 13 but
 less than 16. (Previously, 7 for 10 but less than 16 years).
 12 (10) for 16 but less than 20 and 15 (14) for 20 but less than
 25.

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC)
(inside and seasonal recreation employees): A 24-month renewal agreement effective January 1, 1992 to December 31, 1993, covering 695 employees, settled with mediation assistance and ratified in January 1992. Duration of negotiations 4 1/2 months.

Wages:	Effective	Jan. 1/92	Jan. 1/93
	General Increases	2.7%*	2.7%

Bi-weekly Rates

Junior Clerk .03(7.00) (33.75 hours per week)	\$811.35-\$954.94 (\$789.75-\$929.84)	\$833.26-\$980.22
Social Worker (BSW) (33.75 hours per week)	\$1,306.80-\$1,537.65 (\$1,272.38-\$1,497.15)	\$1,342.08-\$1,579.17

Previous rates reflect pay equity and internal equity adjustments during the previous agreement.

* Increase to equal the percentage increase in the CPI - 1986=100 from December 1991 to December 1992. Triggered at 2.7% and capped at 5%. Payable December 1992.

Health and Welfare:	<u>Dental</u> - Coverage is based on the 1992 (1991) ODA fee schedule. Effective January 1, 1993, the 1993 ODA fee schedule.
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Continuation of Benefits - Employer continues to pay health and welfare premiums for up to 2 months after employee has depleted his accumulated or extended sick leave credits (new).

Extension of Benefits - Employer pays 100% of premium costs for health and welfare benefits for regular part-time employee who is filling a temporary full-time job.

Mileage Allowance:	Effective January 1, 1993, 37¢ (35¢).
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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

MARCH 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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RUBBER AND PLASTICS PRODUCTS

Epton Industries Inc. at Kitchener - Local 73, Rubber Workers (AFL-CIO/CLC):

A 36-month renewal agreement effective from March 1, 1992 to February 28, 1995, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages: Effective Mar. 1/92

No increase in rates
that were in effect
at the expiry of the
previous agreement

Additional
Adjustments

Some
reclassifications

General
Labour

\$12.92
(\$12.92)

Electronic
Electrician

\$17.10
(\$17.10)

Previous rates reflect Cola folded into wages during the
previous agreement.

Previous rate for Electronic Electrician reflects an additional
\$1.50 as a result of a market survey during the previous
agreement.

COLA: 1¢ per 0.0955 (0.3) point increase in the CPI - 1986=100
(1971=100) using the average index for January, February and
March 1992 as the base. Adjusted and folded in quarterly.

Paid Cleanup
Period (new): 3 minutes before lunch for employee handling designated
materials. 5 minutes before end of shift for all employees, and
6 minutes after shift if continuous operation.

Paid Union
leave: Applicable premium rates for meeting and tours on off duty hours
for employees on the Safety Committee (new).

Health and
Welfare: Dental - Effective February 28, 1994, coverage is based on 1992
(1989) ODA fee schedule.

Continuation of Benefits - Dental coverages continues for
employee opting for early retirement in 1992.

Pension Plan: Basic Benefit - Effective 28, 1993, \$20.50 (\$20) per month per
year of service. Effective 28, 1994, \$21.50.

Early Retirement Incentive (new) - \$21 per month per year of
service for employee retiring in 1992.

Profit Sharing: Amount of profit sharing to be 15% of Gross Operating Income
(GOI) shared equally by all employees when amount exceeds the

threshold listed for 1992, 1993 and 1994. (Basic formula is unchanged.)

Education Allowance: Effective September 29, 1993, employer contributes \$3,000 to the Union Education Fund (previously, employer contributed \$4,000 on September 29, 1991). Effective September 29, 1994, \$3,000.

Goodyear Canada Inc., Toronto Film Plant, Central Distributing Warehouse and Bramshott Warehouse at Toronto and Etobicoke - Local 232, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1992 to February 19, 1995, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 20/92</u>	<u>Feb. 21/93</u>	<u>Feb. 20/94</u>
	General Increases	10¢	10¢	10¢
	COLA Fold-in	\$4.78		
	Additional Adjustment	General Craftsman classification added		
	<u>Warehouse</u>			
	Job Class 1392 (Includes Tire Repair)	\$16.06 (\$11.18)	\$16.16	\$16.26
	Job Class 1393 (Includes Trailer Truck Driver)	\$16.89 (\$12.01)	\$16.99	\$17.09
	<u>Film Plant</u>			
	Job Class 1746 (Includes Core/Centre Fold)	\$16.13 (\$11.25)	\$16.23	\$16.33
	Job Class 1211 (Includes Electrician)	\$19.15 (\$14.27)	\$19.25	\$19.35

Start Rate - \$13 (\$10.72) per hour except for skilled trades.

COLA: \$4.785 COLA was generated during the previous 2 agreements.
\$4.78 is folded in on February 20, 1992, leaving 0.5¢ to float.

1¢ per 0.26 point increase in the CPI - 1971=100, using the average of December 1991, January and February 1992 indices as the base. Adjusted quarterly. 1¢ per year to be diverted the dental plan (new). (Basic formula is unchanged.)

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Change of Schedule Premium: 7-Day to 5-Day Schedule - Time and one half for all hours worked from the start of the third shift Friday to the start of the third shift on Saturday and double time for all hours worked from the start of the third shift Saturday to the start of the third shift Sunday when changed from a 7-day to a 5-day schedule.

5-Day to 7-Day Schedule - Double time for all hours worked from the start of the third shift Saturday to the start of the third shift Sunday when changed from a 5-day to a 7-day schedule.

Paid Holidays: Boxing Day is added and 1 floating day is deleted for a total of 12 days (unchanged).

Health and Welfare: Life-Insurance and AD & D - Benefit is \$35,000 (\$30,000).

Major Medical - Out-of-province/country coverage for active employee is provided to a maximum of 60 days (new).

Vision - Maximum claim is \$160 (\$140) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule. Funded by 1¢ COLA diversion per year.

Transition Survivor Benefit - Benefit is \$550 (\$450) per month.

Pension Plan: Basic Benefit - \$24 (\$22) per month per year of service.

Supplementary Benefit - \$13.50 (\$13) per month per year of service.

Goodyear Canada Inc., Bowmanville Factory and Office - Local 189, Rubber Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from February 20, 1992 to February 19, 1995, covering 203* employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes 8 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 20/92</u>	<u>Feb. 20/93</u>	<u>Feb. 20/94</u>
	Increases:			
	Plant	20¢	15¢	10¢
	Office	10¢	10¢	10¢
	COLA Fold-in	10¢	13¢	10¢
	Additional Adjustment	2¢ in lieu of meal ticket		

Utility Man	\$14.86 (\$14.56)	\$15.14	\$15.34
Electrician	\$17.82 (\$17.52)	\$18.10	\$18.30

COLA: 1¢ per 0.26 point increase in the CPI - 1971=100, using the December 1991 index as the base. Adjusted quarterly.
1¢ per year to be diverted to fund Dental Plan. (Basic formula is unchanged.)

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Health and Welfare: Life Insurance and AD & D - Benefit is \$35,000 (\$30,000).

Vision - Maximum claim is \$160 (\$140) every 2 years.

Major Medical - Out-of-country coverage is added for a maximum of 60 days per trip (new).

Survivor Income Benefit - Maximum benefit is \$500 (\$450) per month for 2 years.

Pension Plan: Basic Benefit - Benefit is \$24 (\$22) per month per year of service.

Supplemental Benefit - Benefit is \$13.50 (\$13) per month per year of service to a maximum of 30 years.

Polysar Rubber Corporation, previously Nova Petrochemicals Inc., at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1992 to January 31, 1994, covering 1,071 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/92	Feb. 1/93
General Increases		3%	2%
Utility Labourer		\$16.27 (\$15.80)	\$16.60
Class I Mechanic		\$22.76 (\$22.10)	\$23.22
Process Operator		\$24.03 (\$23.33)	\$24.51

Shift Premium: 8 Hour Shifts - 43¢-85¢-\$1.48 (42¢-83¢-\$1.44). Effective February 1, 1993, 44¢-87¢-\$1.51.

12-Hour Shifts - 57¢-\$1.29 (\$0.55-\$1.25). Effective February 1, 1993, \$0.58-\$1.32.

Paid Vacation: Effective January 1, 1994, 5 weeks after 19 (20) years of service.

Health and Welfare: Life Insurance - Benefit is \$50,000-\$94,000 (\$50,000-\$90,000) depending on wage level. Effective February 1, 1993, \$54,000-\$94,000.

Weekly Indemnity - Benefit is \$375-\$675 (\$365-\$655) depending on wage level. Effective February 1, 1993, \$385-\$690.

Dental- Maximum claim is \$2,000 (\$1,500) per person per year for basic and major restorative services. Coverage continues to be based on the current year's ODA fee schedule.

CLOTHING

Canadian Uniform Limited at Hawkesbury - Local 9211, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1992, to December 31, 1994, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases (Hourly, Piecework and Ticket Base Rates)	4%	4%	4%
	Additional Adjustments	Major classification changes		
	<u>Hourly</u>			
	General Help	\$6.38-\$7.94 (\$6.13-\$7.63)	\$6.64-\$8.26	\$6.91-\$8.59
	Mechanic A	\$10.30-\$12.90 (\$9.90-\$12.40)	\$10.71-\$13.42	\$11.14-\$13.96
	<u>Piecework-Minimum Hourly rate</u>			
	Sewing Section Operators	\$6.00-\$6.28** (\$5.28-\$6.28)		

** Reflects change in legislated minimum wage.

Maximum rate for General Help is reached after three 3-month increases; for Mechanics after 45 months; for sewing section operators after two 3-month increases.

Hours of work: Primary job must consist of minimum 8 hours of work per day. (Previously, employee could leave after completing the first operation.)

Miscellaneous Operators Premium (new): Operators paid at Coupons plus 25% for short run operations.

Lead Hand Premium: 50¢ (30¢) per hour.

Reporting Pay: Minimum 4 (3) hours' pay at the regular rate.

Call-in Pay: Minimum 4 (3) hours' pay at overtime rate.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse and child. 1 day for grandchild (new).

Paid Grievance Leave (new): Minimum of 15 minutes paid time for grievance committee prior to each meeting.

Technological Change (new): 1 month's notice given to union prior to introduction of new equipment. Training will be provided to selected employee and time paid at previous average rate or \$9 per hour, whichever is less.

Levi Strauss and Company (Canada) Inc., at Stoney Creek - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 9, 1992 to March 9, 1995, covering 287 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 9/92</u>	<u>Mar. 9/93</u>	<u>Mar. 9/94</u>
	Increases	0-19¢	0-20¢	0-20¢
	Additional Adjustments	*		
	<u>Non-Incentive Rates</u>			
	Group 1, 4 and 5 (includes Packing)	\$9.09	\$9.18	\$9.36
	Group 9 Gerber Operator	\$11.93	\$11.93	\$11.93

* Major restructuring of wage schedule and the implementation of a new non-incentive wage schedule.

Incentive Wage Protection: Payment of 1,000 hours times quarterly average to a maximum of \$4 per hour minus the projected average earnings for affected incentive employees assigned to new non-incentive wage plan.

Acting Pay (new):	Employee temporarily transferred to a higher rated job for 4 hours or more, receives appropriate rate in the higher classification.
Holiday Pay:	Employee paid at quarterly average minus UIC benefit for statutory holidays during absence covered by UIC benefit (new).
Paid Vacation:	3 weeks after 4 (5) years of service and 4 after 9 (10).
Vacation Pay:	Employee paid at quarterly average for absence due to Lay-off, Maternity or Weekly Indemnity (new).
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$10,000 (\$7,500). Effective March 9, 1993 and 1994, \$15,000 and \$20,000 respectively. <u>Weekly Indemnity</u> - Eligibility is 2 months of service. (Previously, 60 calendar days.) <u>Dental (new)</u> - Employer pays 80% of the premium costs. 100% reimbursement for preventive services and 80%-20% co-insurance for basic services. Maximum annual claim is \$1,000 per person. Coverage is based on current year's ODA fee schedule
Pension Plan:	<u>Basic Benefit</u> - Effective March 9, 1993, \$6 (\$5) per month per year service. Effective March 9, 1994, \$8.
Job Security:	Employee returning to work from a non-work related illness or injury may be provided with modified work.

FURNITURE AND FIXTURE

La-Z-Boy Canada Limited at Waterloo - Local 400, Electronic, Furniture Workers (AFL-CIO): A 36-month renewal agreement effective from March 15, 1992 to March 18, 1995, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Mar. 30/92</u>	<u>Mar. 15/93</u>	<u>Mar. 13/94</u>
	Increases	0-5¢	2%	2.5%
	Additional Adjustments	Some restructuring of wage schedule		
	<u>Non Incentive</u>			
	Grade 1 (includes General Help)	\$9.37 (\$9.36)	\$9.56	\$9.80
	Grade 5 (includes Wood Finishing Technician)	\$13.78 (\$13.73)	\$14.06	\$14.41

Tool and Die Maker	\$16.86 (\$16.81)	\$17.20	\$17.63
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Probationary employees paid \$1 less than job rate (new).

Paid Rest Periods: Two 15 (12) minute breaks per day. Three 12 (10) minute breaks for night shift. Morning cleanup periods of 6 minutes are deleted.

Overtime Premium: Effective January 1, 1993, overtime to be reduced to 115 (125) hours per year. Effective January 1, 1994, 100 hours. Double time after 1 1/2 hours for Shipping, Receiving and Maintenance employees on overtime before the summer vacation/plant holiday/union vote (new).

Holiday Pay: Employee laid off on either or both of the qualifying Christmas Saturdays but recalled before Christmas will not be deducted holiday pay (new). Eligible employee laid off during calendar week before a holiday will be paid for holiday (new). Eligible employee laid off on a holiday and returning the first calendar week after the holiday paid holiday pay (new).

Stationary Engineers - 8 hours plant holiday pay and time and one-half for full 12-hour shift. (Previously, 8 hours at time and one-half.)

Bereavement Leave: 2 (1) days' paid leave upon death of brother/sister-in-law.

Health and Welfare: AD & D - Benefit is \$15,000 (\$10,000).

Weekly Indemnity - Payable for 20 (17) weeks.

Dental - Coverage is based on previous year's ODA fee schedule. (Previously, the 1990 ODA fee schedule.)

Continuation of Benefits - Employer will continue to provide benefits for employees on temporary lay-off for up to 6 (4) weeks.

Prescription Safety Glasses Allowance: Maximum claim is \$67.50 (\$40) every 3 (2) years.

Paid Union Leave: Union President and Chief Steward paid for time spent on union business (new).

PAPER AND ALLIED

Paperboard Industries Corporation, Somerville Packaging Division, Toronto Packaging Division at Toronto - Local 36, Canadian Paperworkers (CLC): A 28-month renewal agreement effective from May 1, 1991 to August 31, 1993, covering 275 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	3.25%
	Additional Adjustments	Minor reclassifications
	Carton Sorter	\$14.49 (\$14.03)
	Al Electrician	\$17.75 (\$17.19)
	Group Pressman	\$24.67 (\$23.89)
Lump Sum Settlement Payment:	\$500 per employee.	
Perfector/Tower Coater Premium (new):	25¢ per hour for first and second pressman during time Perfector/Tower coater is being used.	
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective April 1, 1992, benefit is \$30,000 (\$27,500).	
	<u>Weekly Indemnity</u> - Effective March 8, 1992, maximum benefit is \$360 (\$315). Effective May 1, 1992, \$390. Effective January 1, 1993, \$415.	
	<u>Dental</u> - Effective January 1, 1992, orthodontic coverage for dependent children is added on a 50%-50% co-insurance basis and a maximum lifetime claim of \$750 (new). Effective April 1, 1992, coverage is based on 1991 (1989) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.	
	<u>Medical Certificate (new)</u> - Employer reimburses costs to a maximum of \$20 for medical certificates necessary for income replacement programmes.	
Contracting Out Clause (new):	Maintenance Department employees will not be laid-off as a direct result of contracting out mechanical work.	
Safety Shoe Allowance:	Effective January 1, 1992, \$50 (\$45) per calendar year. Effective January 1, 1993, \$55.	

PRIMARY METAL

Haley Industries Limited at Haley - Local 4820, United Steelworkers (AFL-CIO/CLC)
(production/maintenance and office/clerical employees): Two
24-month renewal agreements effective from March 16, 1992 to
March 15, 1994, covering 244 employees, settled at the
bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 16/92</u>	<u>Mar. 16/93</u>
	Increases		20¢ for production; 20-37¢ for office/clerical
	COLA Fold-in*	10¢	
	Skilled Trades Adjustment	28¢	
	Additional Adjustments	30¢ for Heat Treat Attendant (off-shift); Certain reclassifications	

Production/
Maintenance

Job Class 6 (includes Labourer)	\$13.34 (\$13.24)	\$13.54
Job Class 25 (Instrumentation Electrician)	\$16.00 (\$15.62)	\$16.20

Office/Clerical

Receptionist	\$10.13 (\$10.13)	\$10.33
Internal Sales Rep. Estimator	\$18.98 (\$18.98)	\$19.35

* Applies to Production/Maintenance agreement only.

COLA: 1¢ per 0.45 point increase in the CPI - 1971=100, using March 1992 as the base index. Adjusted quarterly. Folded into wages annually. (Previously, minimum guarantee of 35¢ in the first year and 40¢ in the second year of the agreement.)

If the COLA formula above generates an increase for the Production/Maintenance unit, the same increase will be applied to the Office/Clerical unit.

Effective March 16, 1993, the above COLA provision is included in the office/clerical agreement (new).

Vacation Bonus: Effective with the plant shutdown in 1993, \$200 lump sum payment per employee.

Bereavement
Leave (Plant): Effective March 16, 1993, up to 3 days' paid leave upon death of son-in-law or daughter-in-law (new).

Health and Welfare: Dental - Coverage is based on the 1991 (1989) ODA fee schedule. Effective March 16, 1993, the 1992 ODA fee schedule.

Safety Shoe Allowance: Effective March 16, 1993, \$85 (\$80) per year.

METAL FABRICATING

Form Rite Ltd. at London - Local 27, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 13, 1992 to February 12, 1995, covering 360* employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

* Includes 49 employees currently on lay-off status.

Wages:	Effective	<u>Aug. 14/92</u>	<u>Feb. 12/93</u>	<u>Aug. 13/93</u>
General Increases		15¢	10¢	15¢
Skilled Trade Adjustments			10¢	
COLA Fold-in		40¢**	40¢	
Additional Adjustments		Some re-classifications		
Assembler		\$9.92 (\$9.37)	\$10.42	\$10.57
Electrician		\$17.16 (\$16.61)	\$17.66	\$17.81

Effective	<u>Feb. 11/94</u>	<u>Aug. 12/94</u>
General Increases	10¢	15¢
Skilled Trade Adjustments	10¢	
COLA Fold-in	37¢	
Assembler	\$11.04	\$11.19
Electrician	\$18.38	\$18.53

** Effective first pay period following ratification.

COLA: \$1.17 was generated under the previous agreement and is folded-in during term of the current agreement.

1¢ per 0.125 point increase in the CPI - 1981=100, using the December 1991 index as the base. Adjusted quarterly.

Shift Premium: Effective February 12, 1993, 35¢ (25¢).

Paid Holidays: 37 (33) over the term of the agreement.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective February 12, 1993 and 1994, the 1991 and 1992 ODA fee schedules respectively.

Safety Shoe Allowance: \$55 (\$50) per year. Effective February 12, 1993 and 1994, \$60 and \$65 per year respectively.

MACHINERY

Howden Canada at Scarborough - Local 637, Boilermakers (AFL-CIO/CFL): A 12-month renewal agreement effective from January 1, 1992 to December 31, 1992, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/92

No increase in wages that
were in effect at the expiry
of the previous agreement

Labour General	\$14.11 (\$14.11)
Maintenance Electrical	\$18.76 (\$18.76)
Gantry Milling Machine	\$20.64 (\$20.64)

Health and Welfare: Major Medical - Effective April 1, 1992, \$2 (\$1) deductible per prescription.

Dental - Maximum annual claim for basic services is \$1,500 (new). Maximum annual claim for orthodontic services is \$2,000 per person (new). Effective April 1, 1992, coverage is based on the 1992 (1991) ODA fee schedule.

Pension Plan: Employer Contribution - 66¢ (56¢) per straight time hour worked to the Boilermakers' National Pension Fund (Canada).

TRANSPORTATION EQUIPMENT

TRW Canada Limited, Thompson Products Division at St. Catharines - Employees' Association (Ind.): A 24-month renewal agreement effective from May 1, 1992 to April 30, 1994, covering 615 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>May 1/92</u>	<u>May 1/93</u>
	COLA Fold-in	\$1.676	
	General Labour	\$18.575 (\$16.899)	\$18.575
	Master Maker	\$22.691 (\$21.015)	\$22.691

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using January 1992 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule.

ELECTRICAL PRODUCTS

Ford Electronics Manufacturing Corporation at Markham - Local 2113, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from January 11, 1992 to January 13, 1995, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 13/92</u>	<u>Jan. 11/93</u>	<u>Jan. 10/94</u>
	General Increases	65¢	65¢	65¢
	Job Level 2.1 (Assembler/ Inspector)	\$13.65 (\$13.00)	\$14.30	\$14.95
	Job Level 20.2 (Millwright)	\$21.68 (\$21.03)	\$22.33	\$22.98

Shift Premium: 0-80¢-80¢ (0-75¢-75¢). Effective January 11, 1993, 0-85¢-85¢. Effective January 10, 1994, 0-90¢-90¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$34,000. (Previously, varied depending on job level.)

Dental - Coverage is based on the current year's ODA fee schedule.

Pension Plan: Money Purchase Plan - Employer matches employee's contribution depending on job level to a maximum \$1,127 for Assembler and \$1,434 for Millwright in the third contract year. (Previously, maximum \$550 per year.)

Educational Allowance (new): Employer refunds tuition fees, books and lab fees associated with successful completion of approved courses, to a maximum of \$1,000 per employee per year.

General Electric Canada Inc. at Burlington, Peterborough, Pickering and Trenton - Various Locals, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from December 24, 1991 to December 23, 1994, covering 1,650 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 28/91</u>	<u>Dec. 28/92</u>	<u>Dec. 27/93</u>
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COLA Fold-in	64¢			
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Increases	20¢-34¢	20¢-34¢	15¢-29¢
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Peterborough Plant

Light Assembly	\$14.285 (\$13.445)	\$14.485	\$14.635
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Tool and Die Maker	\$19.074 (\$18.114)	\$19.394	\$19.664
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Previous rates reflect 77¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.32 point change in the CPI - 1971=100. Using the June 1992 index as the base. One quarterly adjustment in the first contract year, three in the second and four in the third. Folded into wages annually. (Basic formula is unchanged.)

Shift Premium: 0-4%-6% (unchanged).

Health and Welfare: Major Medical - Maximum \$250 (\$200) per year for the services of an osteopath, chiropractor, naturopath and podiatrist.

Drugs - Effective July 1, 1992, \$3 (\$1) deductible per prescription. Coverage extended to include generic drugs (new).

Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1993 and 1994, the 1991 and 1992 ODA fee schedules respectively.

Continuation of Benefits - Maximum lifetime benefits for retirees is \$50,000 (\$40,000).

Pension Plan: Basic Benefit - Effective January 1, 1992, benefit is \$24 (\$22.40) per month per year of service. Effective January 1, 1993 and 1994 \$24.80 and \$25.60 respectively.

Early Retirement Supplement - Maximum pensionable service is 35 (30) years.

Vesting - After 2 (10) years of service.

Income Extension Aid Plan: Employee on layoff who has exhausted UIC entitlement and is unemployed receives 66 2/3% of weekly regular wages to a maximum \$426 (\$363) per week to the maximum number of weeks, based on service.

Safety Shoe Allowance: \$75 (\$65) per year.

General Electric Canada Inc. at Oakville and Peterborough - Locals 544 and 599, Communications-Electrical Workers (CLC) (plant and office employees): Two 36-month renewal agreements effective from March 9, 1992, to March 8, 1995, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 9/92</u>	<u>Mar. 8/93</u>	<u>Mar. 7/94</u>
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COLA Fold-in:

Plant	50¢ per hour
Office	\$20 per week

Increases:

Plant	20¢-34¢ per hour	20¢-34¢ per hour	15¢-29¢ per hour
Office	\$6.40-\$14.40 per week	\$6.40-414.40 per week	\$4.40-\$12.40 per week

Oakville Plant

Labourer	\$14.03 (\$13.33)	\$14.23	\$14.38
Tool & Die Maker	\$19.83 (\$18.99)	\$20.17	\$20.46

Peterborough Office
(Weekly Rates)

Clerical Grade 5 (Clerk Typist)	\$523.80 (\$496.60)	\$531.00	\$536.20
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Senior Engineering Assistant	\$800.11 (\$765.11)	\$814.51	\$826.91
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COLA: 1¢ per 0.32 point change in the CPI - 1971=100, using the August 1992 index as the base. One quarterly adjustment in the first contract year, three in the second and four in the third. Folded into wages annually. (Basic Formula is unchanged.)

Shift Premium: 0-4%-6% (unchanged).

Health and Welfare: Major Medical - Effective July 1, 1992, maximum \$250 (\$200) per year for the services of an osteopath, chiropractor and physiotherapist.

Drugs - Deductible is \$3 (\$1) per prescription.

Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1993 and 1994, the 1991 and 1992 ODA fee schedules.

Pension Plan: Basic Benefit - Maximum benefit is \$24 (\$22.40) per month per year of service. Effective January 1, 1993 and 1994, \$24.80 and \$25.60 respectively.

Safety Shoe Allowance: \$75 (\$65) per year.

PETROLEUM AND COAL PRODUCTS

Shell Canada Products Limited, Sarnia Refinery at Corunna - Local 848, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1992 to January 31, 1994, covering 204 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/92	Feb. 1/93
General Increases		3%	2%
Additional Adjustment		20¢ for Senior Laboratory Analyst	
Regular Labourer		\$15.76 (\$15.30)	\$16.08
Journeyman		\$23.70 (\$23.01)	\$24.17
Senior Process Operator		\$25.62 (\$24.87)	\$26.13

Paid Lunch Period: Day worker receives 1/2 hour at applicable overtime rate when working on weekends.

Paid Vacation: Effective January 1, 1994, 5 weeks after 19 (20) year of service.

CHEMICAL AND CHEMICAL PRODUCTS

Lever Brothers Limited at Toronto - Local 132, Teamsters (AFL-CIO): A 48-month renewal agreement effective from March 15, 1992 to March 14, 1996, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 15/92</u>	<u>Mar. 15/93</u>
	Increases	3%-3.48%	3.5%-4.07%
	General Labourer	\$16.572 (\$16.090)	\$17.152
	SMT (Skilled/Multi-Skilled Technician)(new)	\$24.205 (\$23.390)	\$25.191
	Effective	<u>Mar. 15/94</u>	<u>Mar. 15/95</u>
	Increases	3.5%-3.91%	3.5%-3.76%
	General Labourer	\$17.753	\$18.374
	SMT	\$26.177	\$27.163

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000).

Tool Allowance: \$6 (\$5) per week.

TRANSPORTATION

Motor Transport Industrial Relations Bureau, Eastern Canada Car Carriers Division in Ontario and Quebec - Locals 69, 106, 880 and 938, Teamsters (AFL-CIO) (drivers, mechanics, yardmen and loaders): A 12-month renewal agreement effective from February 1, 1992 to January 31, 1993, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Feb. 1/92</u>
		No increase to rates in effect at expiry of previous agreement
	Driveaway Man	\$17.86 (\$17.86)

Driver	\$18.11 (\$18.11)
Maintenance/Skilled	\$20.44 (\$20.44)

Paid Holidays: 1 additional floating day is added for a total of 16 (15) days per year.

Pension Plan: Employer Contribution - Effective February 1, 1992, an additional \$20 per employee, per month, to a maximum of \$243 (\$223).

COMMUNICATION

Canadian Broadcasting Corporation at Toronto - Association of Television Producers and Directors (Toronto) (Ind.) (contract employees): A 12-month renewal agreement effective from May 6, 1991 to May 3, 1992, covering 300 employees settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 6/91</u>
	General Increase	3%
	<u>Minimum Annual Rates</u>	
	Staff/Contract Producer 0-5 steps	\$33,995-\$58,265 (\$33,005-\$56,658)

Minimum Weekly Rates

Associate Producer 0-3 steps	\$778-\$858 (\$755-\$833)
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Maximum rates are reached after 8 years for Staff/Contract Producer and after 4 years for Associate Producer.

Health and Welfare: Pay in lieu of Benefits - Maximum \$8,000 (\$7,658) per contract for Individual, Continuing and Freelance fixed-term Producers in lieu of staff benefits.

FINANCE, INSURANCE AND REAL ESTATE

Property Management Services Organization at Toronto - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from December 1, 1991 to November 30, 1993, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>
	General Increases	3%	4%

Housekeeper	\$10.74 (\$10.43)	\$11.17
Licensed Handyman	\$17.89 (\$17.37)	\$18.61

Monthly Rates

Building
Superintendent; \$1,243.61-\$2,003.61 \$1,283.99-\$2,083.75
56-350 suites and (\$1,198.65-\$1,945.25)
over, 0-4 years*

* Building Superintendent with 4 or more years of service may receive up to an additional \$40 per month for merit, as determined by the employer (unchanged).

Health and Welfare: Employer Contribution - \$80 (\$75) per employee per month to the Industrial Benefit Trust Fund.

Pension Plan: Employer Contribution - Effective December 1, 1992 60¢ (50¢) per hour worked to a maximum of 150 hours per month to the Labourers' Pension Fund of Central and Eastern Canada.

EDUCATION AND RELATED SERVICES

Durham Region Roman Catholic Separate School Board at Oshawa - Ontario English Catholic Teachers' Association (Ind.) (secondary school teachers): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 290 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
	Increases	4.5%	0%-3.3%
	Pay Equity Adjustments	*	
	Teacher-Category A 0-11 years	\$27,013-\$45,845 (new)	\$27,013-\$45,845
	Teacher-Category A1 0-11 years	\$29,471-\$49,482 (\$28,202-\$47,351)	\$30,434-\$50,440
	Teacher-Category A4 0-11 years	\$35,383-\$62,014 (\$33,859-\$59,344)	\$35,585-\$62,961
	Principal 0-4 years	\$75,464-\$80,424 (\$72,214-\$76,961)	\$76,219-\$81,228

Co-Ordinator	\$37,860-\$66,355	\$38,076-\$67,368
0-3 years	(new)	

* Teacher-Category D, C and B deleted and replaced with Teacher-Category A.

Responsibility Allowances: Major Head, Minor Head and Assistant Head - Increased by 4.5%.
Effective February 1, 1992, 1%.

Home Tutors' Allowance: \$29.90 (\$25.33) per hour. Effective February 1, 1992, \$30.21.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1992, benefit is \$100,000 (\$95,000).

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,500 (\$1,000).

East York Borough and the Cities of Etobicoke, North York, Scarborough, Toronto, York and Metropolitan Toronto Boards of Education and Le Conseil des écoles françaises de la communauté urbaine de Toronto - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): Six 24-month renewal agreements effective from September 1, 1991 to August 31, 1993, covering 8,382 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
	General	2.6%	1%	3%
	Increases			
	Teacher-Category I	\$30,227-\$50,273	\$30,529-\$50,776	\$31,445-\$52,299
	0-10 years	(\$29,461-\$48,999)		
	Teacher-Category IV	\$36,638-\$62,629	\$37,004-\$63,255	\$38,114-\$65,153
	0-10 years	(\$35,710-\$61,042)		
	<u>Vice Principal</u>			
	0-3 years			
	Junior High School*	\$64,661-\$70,769	\$65,308-\$71,477	\$67,267-\$73,621
		(\$63,022-\$68,976)		
	Secondary School	\$67,715-\$73,819	\$68,392-\$74,557	\$70,444-\$76,794
		(\$65,999-\$71,948)		
	<u>Principal</u>			
	0-3 years			
	Junior High School*	\$75,799-\$81,899	\$76,557-\$82,718	\$78,854-\$85,200
		(\$73,878-\$79,824)		

Secondary \$79,163-\$85,262 \$79,955-\$86,115 \$82,354-\$88,698
School (\$77,157-\$83,101)

* Applies to East York, North York and Toronto Boards of Education only.

COLA: Increase to equal percentage increase in the Metro Toronto CPI from August 1992 to August 1993. Triggered at 3.25% and capped at 2% of Category A IV maximum. Paid as a lump sum.

Allowances: Increased in accordance with the general salary increase.

Paid Maternity Leave: Effective September 1, 1993, maximum 90% of regular weekly earnings for the two week UIC waiting period (unchanged) plus \$75 per week for a maximum of 15 weeks (new).

Health and Welfare: Vision - Effective September 1, 1992, maximum claim is \$200 (\$160) per person every 2 years.

Dental - Effective June 1, 1992, coverage is based on 1990 (1989) ODA fee schedule. Effective September 1, 1992, employer pays 94% (90%) of premium costs. Effective January 1, 1993, the 1991 ODA fee schedule.

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC) (graduate and undergraduate student part-time teaching assistants): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
General Increase		5%	*
Student Consultant		\$10.74 (\$10.23)	
Undergraduate Student		\$13.17 (\$12.54)	
Graduate Student		\$24.12 (\$22.97)	

* Increase to equal the average percentage increase in the Ottawa CPI over the period July 1, 1991 to June 30, 1992.

Paid Parental Leave (new): Maximum 2 weeks at 95% of weekly earnings and 15 weeks at 35% of weekly earnings for employee with 20 weeks of service.

HEALTH AND WELFARE SERVICES

Victorian Order of Nurses at Toronto - Ontario Nurses' Association (Ind.): A 12-month renewal agreement effective from April 1, 1991 to March 31, 1992, covering 317 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	Increases	0%-9.4%	0%-2.7%

Additional Adjustment	BSCN/PHN classification deleted
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Full-time
Hourly rates
37 1/2 hours
per week

Registered Nurse* 0-9 years	\$16.92-\$22.56 (\$16.81-\$20.62)	\$16.92-\$23.08
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* Bachelor of Science in Nursing/Public Health Nurse receives additional 50¢ per hour.

Shift Premium: 75¢ (45¢) per hour worked after 4:30 p.m..

Call back pay: Minimum 4 (3) hours' pay at regular straight time rate.

In-Charge Premium: Effective March 12, 1992, 75¢ (45¢) per hour on weekends or holidays.

Responsibility Pay: \$1 (75¢) per hour when assigned responsibilities of supervisor for a period of one full tour.

Bereavement Leave: 3 consecutive day's paid leave upon death of brother/sister-in-law (new). Definition of spouse extended to include same sex partner (new).

Mileage Allowance: 30.5¢ (29¢) per kilometre for relief and casual nurses.
\$1,440-\$3,720 (\$1,380-\$3,540) per year depending on number of kilometres for permanent nurses.

Regional Municipality of Peel, Peel Manor and Sheridan Villa Homes for the Aged, at Brampton and Mississauga - Locals 966 and 2101, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from December 1, 1990 to November 30, 1992, covering 360 employees, settled by arbitration. Duration of negotiations - 2 years.

Wages:	Effective	<u>Dec. 1/90</u>	<u>June 1/91</u>	<u>Dec. 1/91</u>
	General Increases	5%	2%	3.5%
	Pay Equity Interim Adjustment	65¢ for certain classifications prior to general increase		
	Aide	\$12.19-\$13.03 (\$10.96-\$11.76)	\$12.43-\$13.29	\$12.87-\$13.76
	Nursing Attendant II	\$13.20-\$14.11 (\$11.92-\$12.79)	\$13.46-\$14.39	\$13.93-\$14.90
	Maintenance Person	\$13.31-\$14.28 (\$12.68-\$13.60)	\$13.58-\$14.57	\$14.06-\$15.08
Shift Premium:	Effective September 1, 1992, 0-45¢-45¢ (unchanged) for employee working 2 or more hours outside of the day shift. (Previously, only for employees working rotating shifts.)			
Paid Holidays:	The second Friday in June is added for a total of 12 (11) days.			
Paid Vacation:	Effective June 1, 1992, 4 weeks after 8 (10) years of service and 5 after 16 (18).			
Paid Maternity Leave:	<u>SUB</u> - Maximum 15 weeks at the difference between 75% of regular wages and the UIC benefit. Payments start after the 2-week UIC waiting period.			
Health and Welfare:	<u>Vision</u> - Maximum claim is \$160 (\$120) every 2 years. <u>Dental</u> - Coverage is based on previous year's ODA fee schedule. (Previously, the 1989 ODA fee schedule.)			
Uniform Allowance:	Effective December 1, 1991, maximum benefit is \$120 (\$100) for full-time employees and \$60 (\$50) for part-time employees.			

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, AECL CANDU at Mississauga, Ontario and Montreal, Quebec - Society of Professional Engineers and Associates (Ind.): A 9 1/2-month renewal agreement effective March 12, 1992* to December 31, 1992, with wages retroactive to January 1, 1992, covering 450 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previous agreement expired December 31, 1991.

Wages:	Effective	<u>Jan. 1/92</u>
	General Increase	3%**

<u>Annual Rates</u>	<u>Minimum</u>	<u>Control Point***</u>	<u>Maximum</u>
PG1 (Junior Engineer, Recent Graduate)	\$33,210 (\$32,240)		\$40,190 (\$39,020)
PG6 (Specialist/ Internal Consultant)	\$72,280 (\$70,180)	\$77,720 (\$75,460)	\$84,710 (\$82,250)

** Effective January 1, 1992, all salary grades are increased 3%. Effective January 1, 1992, each employee receives a minimum salary increase of 1.7%. In addition, effective January 1, 1992, merit increases total 2% of bargaining unit payroll.

*** For grade PG1, the control point is the maximum rate.

Shift Premium: 0-\$1.80-\$2.30 (0-\$1.65-\$2.15).

Overtime Pay: \$1,300 (\$1,200) per year for sales and marketing employees, who travel on company business and are ineligible for regular overtime travel compensation.

On-Call Pay: \$30 (\$25) per period, maximum 7 1/2 hours per period.

Paid Holidays: The day following Boxing Day is added for a total of 12 (11) days.

Health and Welfare: Major Medical - Effective November 1, 1991, employer pays 100% of monthly premiums for group Out-of-Country Deluxe Travel rider to Blue Cross Extended Health Care Plan (new).

Dental - Coverage is based on the 1992 (1991) ODA (CDA) fee schedule.

Paid Union Leave (new): Maximum 8 days. The first 4 days leave at 100% pay and the next 4 days at 50%.

PERSONAL SERVICES

Ed Mirvish Enterprises Limited, C.O.B. as Ed's Chinese Restaurant, Ed's Italian Restaurant, Ed's Seafood Restaurant, Ed's Warehouse Restaurant, Old Ed's and Ed's Folly at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (Full-time and part-time service empls.): A 12-month renewal agreement effective January 1, 1992 to December 31, 1992, covering 233 employees, settled at the conciliation officer stage. Duration of negotiation - 3 months.

Wages: Effective Jan. 1/92

No increase in rates that were in effect at the expiry of the previous agreement.

Full-time Employees

Waiter \$5.50
(\$5.50)

Bartender \$12.02
(\$12.02)

Health and Welfare: Effective July 1, 1992, employer contributes 47¢ (44¢) per hour worked to the Health and Welfare Plan.

LOCAL ADMINISTRATION

Guelph City Corporation - Local 241, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from February 1, 1992 to January 31, 1994, covering 212 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/93</u>
	General Increase	2%
	Labourer	\$14.27 (\$13.99)
	Licensed Mechanic	\$18.20 (\$17.84)

Shift Premium: Effective February 1, 1993, 64¢ (63¢) per hour for all hours worked outside regular shifts from Monday to Friday.

Health and Welfare: LTD (new) - Effective May 1, 1992, benefit is 66 2/3% of monthly earnings.

Dental - Effective February 1, 1993, coverage is based on 1992 (1990) ODA fee schedule.

Prescription Safety Glasses (new): One pair every 5 years.

Waterloo Regional Municipality - Local 1883, Canadian Union of Public Employees (CLC) (inside and health unit employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 500 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>July 1/93</u>
	General Increases	2%	1.5%	1%

Clerk IV 0-2 years	\$21,738-\$24,708 (\$21,312-\$24,224)	\$22,064-\$25,079	\$22,285-\$25,330
Land Purchasing Officer 0-2 years	\$41,843-\$47,561 (\$41,023-\$46,628)	\$42,471-\$48,274	\$42,896-\$48,757

Shift Premium:	Effective January 1, 1993, 0-70¢-70¢ (0-65¢-65¢).
Standby Pay:	Effective January 1, 1993, \$147 (\$140) per week. \$20 per day for employee on short-term standby (new). Effective January 1, 1993, \$21 per day.
Bereavement Leave:	5 (3) days' paid leave upon death of spouse or child.
Health and Welfare:	<u>Vision</u> - Maximum claim is \$220 (\$200) every 2 years. <u>Hearing</u> - Maximum claim is \$750 (\$600) once every 3 years. <u>Major Medical</u> - Maximum lifetime claim for wigs is \$500 for chemotherapy and \$300 per year for Alopecia (new).
Safety Prescription Glasses:	Maximum \$100 for single vision and \$125 for bifocals per year.
Mileage and Car Allowance:	Effective January 1, 1993, 34¢ (33¢) per km. Minimum \$78 (unchanged) per month.
Meal Allowance:	Effective April 1, 1992, \$7.75 (\$7.50). Effective January 1, 1993, \$8.
Education Allowance (new):	Employer pays 50% of tuition fees for directly related courses plus remaining 50% after 2 years of service upon the successful completion of the course.
Negotiation Leave:	Employees receives regular wages for negotiating meetings.

Windsor City Police Services Board - Police Association (Ind.) (Unit A): A
24-month renewal agreement effective January 1, 1992 to December 31, 1993, covering 382 employees, settled at the bargaining stage. Duration of negotiation - 2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	2.7%	2.7%
	Police Constable 4th Class-Level II	\$36,187.94 (\$35,236.55)	\$37,165.01

Police Constable 1st Class	\$51,370.54 (\$50,020.00)	\$52,757.54
Staff Sergeant	\$64,213.18 (\$62,525.00)	\$65,946.93

Staff Sergeant salary is 125% of First Class Constable Salary.

Paid Vacation:	Effective January 1, 1993, 7 weeks after 30 years of service (new).
Training Allowance:	Effective July 1, 1992, \$70 (\$40) per week for employee attending police college.
Plainclothes Allowance:	Effective January 1, 1993, \$950 (\$800) per year.
Court Cancellation Pay:	Effective April 1, 1992, 3 hours' pay for employee not notified of a court cancellation prior to 7 (6) p.m. the previous evening.

Addenda

January 1992 Settlements

TRANSPORTATION EQUIPMENT

Excel Metalcraft Ltd. at Aurora - Local 396, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 1, 1992 to February 28, 1995, covering 225 employees, settled at the bargaining stage and ratified in January 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 2/92</u>	<u>Mar. 2/93</u>	<u>Feb. 28/94</u>
	General Increases	25¢	30¢	30¢
	Job Class I Assembler-Operator	\$12.23 (\$11.98)	\$12.53	\$12.83
	Job Class II Tool & Die	\$18.08 (\$17.83)	\$18.38	\$18.68

Previous rates reflect 96¢ COLA folded into wages during the previous agreement.

COLA: 30¢ COLA generated under the previous agreement continues to float.

1¢ per 0.19 point change in the CPI - 1981=100, using March 1992 index as the base. Adjusted quarterly. Capped at 25¢, 30¢ and 35¢ in each contract year respectively. Diversions of 5¢ in 1993 and 1994. (Basic formula is unchanged.)

Vacation Bonus: \$200 lump sum payment for employee with seniority prior to the plant vacation shutdown.

Health and Welfare: Life Insurance - Benefit is \$13,000 (\$12,000). Effective March 1993 and 1994, \$14,000 and \$15,000 respectively.

Major Medical - Maximum lifetime benefit is \$6,000 (\$5,000).

Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Effective March 1, 1994, the 1991 ODA fee schedule.

Pension Plan: Employer Contribution - 20¢ (10¢) per hour worked to a maximum 1,800 hours per year per employee.

Safety Shoe Allowance: \$35 (\$20) per year.

TRANSPORTATION EQUIPMENT

Wabco, Westinghouse Railway (Canada) Ltd., previously, Wabco Standard Trane Inc., Wabco Division at Stoney Creek - Local 558, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 23, 1992 to April 22, 1995, covering 200 employees, settled at the bargaining stage and ratified in January 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 23/92</u>	<u>Apr. 23/93</u>	<u>Apr. 23/94</u>
Increases		57¢-82¢	19¢-27¢	19¢-27¢
COLA Fold-in		69¢		
Labour Grade 2 (includes Handler-Sweeper)		\$15.63 (\$14.37)	\$15.82	\$16.01
Labour Grade 14 (includes Gauge-Maker)		\$19.02-\$19.33 (\$17.51-\$17.82)	\$19.29-\$19.60	\$19.56-\$19.87

Maximum rate for Gauge-Maker is reached after 6 months.

COLA: Effective April 23, 1993, 1¢ per 0.36 point increase in the CPI (1971=100), using the March 1993 index as the base. Adjusted quarterly. Capped at 45¢ (55¢). Effective April 23, 1994, capped at 50¢. (Basic formula is unchanged.)

Shift Premium: 0-60¢-60¢ (0-55¢-55¢).

Paid Vacation: Effective April 23, 1993, 6 weeks after 29 (30) years of service.

Health and Welfare: Life Insurance and AD & D - Benefit is \$17,000 (\$16,000). Effective April 23, 1993 and 1994, \$17,500 and \$18,000 respectively.

Life Insurance for Retirees - Benefit is \$7,000 (\$5,000).

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum lifetime orthodontic claim is \$750 (\$500) per family member. Effective April 23, 1993, maximum annual claim is \$750 (\$500). Effective April 23, 1994, maximum annual claim is \$1,000.

Pension Plan: Basic Benefit - \$20 (\$19) per month per year of service. Effective from April 23, 1993 and 1994, \$21 and \$21.50 respectively.

Bridging Benefit - \$13 (\$12) per month per year of service. Effective April 23, 1993, \$13.25.

Safety Shoe Allowance: Maximum \$60 (\$55) per year. Effective April 23, 1994, \$65.

HEALTH AND WELFARE SERVICES

Beacon Hill Lodges at Windsor - Local 210, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 209 employees, settled at the post conciliation bargaining stage and ratified in January 1992. Duration negotiations - 11 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	General Increases	3%	3%
	Additional Adjustments	25¢ for RNA	25¢ for RNA
	Housekeeping Aide	\$10.96-\$11.68 (\$10.64-\$11.34)	\$11.29-\$12.03
	RNA	\$12.87-\$13.58 (\$12.25-\$12.94)	\$13.51-\$14.24
	Effective	<u>Apr. 1/92</u>	<u>Oct. 1/92</u>
	General Increases	3%	3%
	Housekeeping Aide	\$11.63-\$12.39	\$11.98-\$12.76
	RNA	\$13.92-\$14.67	\$14.34-\$15.11

Paid Vacation: 4 weeks after 8 (9) years of service and 5 after 15 (18).

Bereavement Leave: Maximum 4 (3) paid days' paid leave upon death of spouse, child or step-child.

Paid Maternity Leave: Maximum 17 weeks at the difference between 75% of regular wages and the UIC benefit, paid after the 2-week waiting period (new).

Health and
Welfare:

Vision - Maximum claim is \$90 (\$60) every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule.

Addenda

February 1992 Settlements

FOOD AND BEVERAGE

Better Beef Limited at Guelph - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 414 employees, settled at the conciliation officer stage and ratified in February 1992. Duration of negotiations - 5 months.

Wages:

Effective

Jan. 1/92

No increase in rates
in effect at the expiry
of the previous agreement

Additional
Adjustments

Restructuring of
wage schedule*

Category 7
(includes
Clean Up)

\$11.00
(new)

Category 5
(includes
Boxloading)

\$13.10
(\$12.63-\$14.10)

Category 1
(includes
Mechanic A)

\$17.00
(\$17.00)

* Employees affected by rate or job reclassification are red circled for term of agreement.

Start Rate - \$10 (\$12.15). New employees reach appropriate job rate after 24 months.

Lump Sum
Payment:

Effective January 1, 1993, \$1,000 per eligible employee.

Birthday Bonus:

Effective March 1, 1992, bonus is deleted. (Previously, \$50 per employee.)

Health and
Welfare:

Weekly Indemnity - Benefit is payable on a 1/8/13 basis. (Previously, benefit was payable from the 1st day for illness extending beyond 2 consecutive weeks.) Maximum benefit is \$425 (\$350).

Pension Plan: Employer Contribution - Effective March 1, 1992, \$12 per week per employee to a contributory plan.

FOOD AND BEVERAGE

Beatrice Foods Inc., Colonial Cookies Division at Kitchener - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 20-month renewal agreement effective from February 22, 1992* to October 31, 1993, with wages retroactive to November 1, 1991, covering 400 employees, settled with mediation assistance and ratified in February 1992. Duration of negotiations - 5 months.

* Previous agreement expired October 31, 1991.

Wages:	Effective	<u>Feb. 24/92</u>	<u>Nov. 1/92</u>
	General Increases	50¢	55¢
	Additional Adjustments	Restructuring of wage schedule	
	Group 1 (includes warehouse person)	\$12.77 (\$12.27)	\$13.32
	Group V (includes Oven Captain	\$13.85 (\$13.35)	\$14.40
	Group VI Maintenance Mechanic	\$15.30 (\$14.80)	\$15.85

Hours of Work: Effective March 2, 1992, 8 (8 1/4) hours per day for designated classifications. Affected employees receive an amount equal to 1/4 hour for each shift worked up to May 2, 1992.

Mondo/Capper Premium (new): 14¢ per hour for Creamer Operator when operating Mondo/Capper.

Utility Oven Captain Premium: Deleted. (Previously, 15¢ per hour.)

Pension Plan: Basic Benefit - Effective January 1, 1992, \$24 (\$21) per month per year of future service. Effective January 1, 1993, \$27.

Severance Pay (new): 1 week's pay per year of service to a maximum of 26 weeks for employee terminated due to plant closure.

METAL FABRICATING

Crown Cork and Seal Canada Inc. at Concord - Local 8670, United Steelworkers (AFL-CIO/CLC): A 40-month renewal agreement effective from February 17, 1992 to June 30, 1995, covering 260 employees, settled at the conciliation officer stage and ratified in February 1992. Duration of negotiations - 1 month.

Wages:	Effective	July 1/92
	COLA Fold-in	.24¢
	Job Class Increment	.1735¢ (.1735¢)
	Job Class 7 (Includes Palletizer Operator)	\$17.7575 (\$17.5175)
	Job Class 21 (includes Tool & Die Maker)	\$21.5690 (\$21.3290)
COLA:	1¢ per 0.120 point change in the CPI - 1981=100, using the July 1992 index as the base. Adjusted quarterly and folded into wages annually. (Basic formula is unchanged.)	
Paid Vacation:	3 weeks after 5 (7) years of service.	
Instructor Premium:	Employee receives rate of 3 (2) classifications above own rate or above highest classification instructed.	
Pension Plan:	<u>Basic Benefit</u> - \$30-\$34 (\$27-\$31) per month per year of service depending on job class. <u>Early Retirement</u> - Employee aged 58 (60) with 30 years of service may retire with an unreduced benefit. <u>Special Retirement Benefit</u> - Minimum benefit is \$15 (\$12) per month per year of service.	
Safety Shoe Allowance:	\$65 (\$60) per year for the first pair and \$32.50 (\$30) for the second.	

COMMUNICATIONS

Unitel Communications Inc., previously CNCP Telecommunications, system-wide - Communications and Allied Workers (CCU): A 36-month year renewal agreement effective from July 1, 1991 to June 30, 1994, covering 850 Ontario employees, settled at the post-conciliation bargaining stage and ratified in February 1992. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 5/91</u>	<u>Jan. 3/92</u>
	General Increases	2%	4.8%
	Additional Adjustments	Some classifications added	
	<u>Weekly Rates</u>		
	Single Ladder Structure		
	<u>Non-Technical</u>		
	Clerk 1	\$378.35-\$435.45	\$396.52-\$456.25
	Steps 1-3	(\$370.94-\$426.91)	
	<u>Technical</u>		
	Specialist	\$805.18-\$836.13	\$843.83-\$876.27
	Steps 13-16	(\$789.39-\$819.74)	
	Effective	<u>Jan.1/93</u>	<u>Dec.31/93</u>
	General Increases	6.4%	6.4%
	Clerk 1	\$421.90-\$485.56	\$448.90-\$516.63
	Specialist	\$897.83-\$932.35	\$955.29-\$992.02

Maximum rates are reached on merit.

Responsibility Allowances:	Effective January 3, 1992, \$18-\$30 (\$16-\$28) per week depending on number of employees supervised. Effective January 1 and December 31, 1993, \$20-\$32 and \$22-\$34 respectively.
Regional Technician Allowance:	Effective January 3, 1992, 40¢-90¢ (30¢-80¢) per hour worked for employees at or above step 10 depending on location. Effective January 1 and December 31, 1993, 50¢-\$1.00 and 60¢-\$1.10 respectively. Effective January 1, 1992, allowance paid for annual vacation and statutory holidays (new).
Relocation Leave:	Effective February 19, 1992, up to 3 (2) days' paid leave, depending on distance relocated.
Paid Vacation:	Effective January 1, 1992, 3 weeks after 2 (4) years of service.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective January 1, 1992, benefit is \$30,000 (\$25,000). Effective January 1, 1993 and 1994, \$35,000 and \$40,000 respectively.

Weekly Indemnity - Effective January 1, 1992, benefit is 75% of base pay to a maximum of \$540 (\$500). Effective January 1, 1993 and 1994, \$560 and \$580 respectively.

The following provisions are effective February 19, 1992, unless otherwise stated.

LTD (new) - Employer pays 60% of premium costs. Benefit is 66.7% of monthly earnings to a maximum of \$4,000 per month. Payable after 26 weeks.

Vision - Maximum claim is \$125 (\$100) every 2 years.

Hearing Aid (new) - Maximum claim is \$250 every 5 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Orthodontic services are added with a maximum lifetime claim of \$1,500 per eligible dependent on a 50%-50% co-insurance basis.

Pension Plan: Pensionable service continues to accumulate for LTD recipients until age 65 or the cessation of benefits, whichever comes first (new).

Meal Allowance: Effective January 1, 1992, \$7 (\$6.75) for breakfast, \$9 (\$8.75) for lunch and \$15 (\$14.25) for dinner. Effective January 1, 1993, \$7, \$9.50 and \$15.50 respectively. Effective January 1, 1994, \$7, \$10 and \$16 respectively.

The following allowances are effective January 1, 1992 unless otherwise stated.

Mileage Allowance: 28¢ (26¢) per kilometre Effective January 1, 1993 and 1994, 29¢ and 30¢ respectively.

Overnight Accommodation Allowance: \$26 (\$24) per night. Effective January 1, 1993 and 1994, \$28 and \$30 respectively.

Miscellaneous Expense Allowance: \$5 (\$4.75) per night. Effective January 1, 1993, \$5.25.

The following changes are effective February 19, 1992.

Moving Allowance: \$1.25 (\$1) per kilometre to a maximum of \$300 (\$250) in lieu of vehicle rental.

Relocation Allowance: Loss on Sale of Home - \$11,000 (\$10,000).

Commuter Allowance - \$135 (\$121) per month.

Incidental Expenses - Maximum \$550 (\$525).

Mobile Home Transfer - Maximum is \$4,500 (\$4,202).

LOCAL ADMINISTRATION

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 330 employees, settled at the conciliation officer stage and ratified in February 1992. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	2.7%	2.7%
	Labourer	\$15.38 (\$14.98)	\$15.80
	Electronic Technician	\$22.00 (\$21.42)	\$22.59
COLA (new):	Effective March 1, 1993, increase to equal the percentage increase in the CPI - 1986=100 from December 1991 to December 1992. Triggered at 2.7% and capped at 5%. Paid retroactively to January 1, 1993 and applied to December 31, 1992 rates.		
Health and Welfare:	<u>Dental</u> - Coverage is based on 1992 (1991) ODA fee schedule. Effective January 1, 1993, the 1993 ODA fee schedule.		
Meal Allowance:	\$7.50 (\$6.50) after 2 hours of overtime.		
Mileage Allowance:	Effective January 1, 1993, 37¢ (35¢) per kilometre.		

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

APRIL 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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PRINTING, PUBLISHING AND ALLIED

Moore Corporation Limited, Moore Business Forms and Systems Division at Fergus - Local 691-S, Graphic Communications Union (AFL-CIO/CLC): A 12-month renewal agreement effective From February 1, 1992 to January 31, 1993, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages: Effective Feb. 1/92

No increase in rates that were
in effect at the expiry of
the previous agreement

Bindery Operator \$10.44-\$11.23
(\$10.44-\$11.23)

Press Operator \$13.49-\$16.93
Phase II (\$13.49-\$16.93)

Maximum rate for Bindery Operator is reached after 18 months and
for Press Operator after 54 months.

Hours of Work: Effective April 23, 1992, 40 (37 1/2) hours per week.

TRANSPORTATION EQUIPMENT

Fleet Aerospace Company, Fleet Industries Division at Fort Erie - Lodges 171 and 939, Machinists (AFL-CIO/CLC) (production and office employees): Two 17-month early renewal agreements effective from April 26, 1992* to September 30, 1993, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire September 30, 1992.

Wages: Effective Apr.26/92

No increase in rates
that were in effect
at the expiry of the
previous agreement

Protection Employees

Job Level 1 (includes
Labourer) \$15.23-\$16.51
(\$15.23-\$16.51)

Job Level 7 (includes
Tool & Die Maker) \$18.76
(\$18.76)

Job Level 8 \$19.14
(Jig Borer) (\$19.14)

Maximum rate for Labourer is reached after 48 weeks.

COLA: \$1.41 COLA generated under the previous agreement continues to float.

1¢ per 0.3 point change in the CPI - 1971=100, using 365.5 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Dental - Coverage continues to be based on current year's ODA fee schedule.

Continuation of Benefits - Benefit coverage for Life Insurance, AD & D, Dental, Vision and Major Medical continues to age 65 for employee electing early retirement at age 62 (new).

Pension Plan: Early Retirement Incentive (new) - Employee may elect early retirement at age 62 with incentive supplement to age 65.

Allied-Signal Canada Inc., Fram Canada Division at Stratford - Local 1132, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 27, 1992* to January 27, 1995, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired January 31, 1992.

Wages:	Effective	Feb. 1/92	Feb. 1/93	Feb. 1/94
General Increases		2.5%	2.5%	2.5%
Skilled Trades Adjustment		10¢		10¢ for Electrician
Additional Adjustments		Welder W.I.P. from Labour Grade 1 to Labour Grade 2**		
Grade I (includes Packager)		\$12.17 (\$11.87)	\$12.48	\$12.80
Electrician A		\$18.01 (\$17.47)	\$18.46	\$19.03

** Actual effective date is April 28, 1992.

Lead Hand Premium: 70¢ (35¢) per hour. Group leaders in Labour Grade 4 receive 35¢ (new).

Shift Premium: 0-35¢-35¢ (0-25¢-30¢).

Bereavement Leave: Up to 5 (3) days paid leave upon death of spouse or child.

Health and Welfare:	The following changes are effective May 1, 1992, unless stated otherwise. <u>Life Insurance and AD & D</u> - Benefit is \$16,000 (\$13,000). <u>LTD</u> - Maximum benefit is \$700 (\$650) per month. Effective February 1, 1993 and 1994, \$750 and \$800 respectively. <u>Dental</u> - Coverage is based on the 1990 (1988) ODA fee schedule. Effective February 1, 1994, the 1991 ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Effective May 1, 1992, benefit is \$16.50 (\$15.50) per month per year of service. Effective February 1, 1993 and 1994, \$17.50 and \$18.50 respectively.
Hearing Protection:	Employer pays 100% of costs for required hearing protection or elected custom made ear plugs every 12 (24) months.
Safety Prescription Glasses:	Employer pays 100% of costs for replacement lenses every 12 (36) months and every 2 (3) years for frames.
Safety Shoe Allowance:	\$30 (\$25) per year, \$60 (\$50) for Tapper and \$60 (new) for Skidder.

TRANSPORTATION

Canadian Pacific Limited, C.P. Rail Division, system-wide - Transportation-Communications Union (AFL-CIO/CLC)*: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 604 Ontario employees settled at the bargaining stage. Duration of negotiations - 7 months.

* Previously bargained with other Associated Non-Operating Railway Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	Office Person	\$11.118 (\$10.794)	\$11.452
	Senior Clerk	\$18.653 (\$18.110)	\$19.213

Note: Other changes are similar to those reported for Maintenance of Way employees elsewhere in this report.

Canadian Pacific Limited, C.P. Rail Division, system-wide - Electrical Workers (IBEW) (AFL-CIO/CFL), Signal and Communications System Council No. 11*: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 205 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously, bargained with Signal and Communications Union and the Associated Non-Operating Unions.

Wages:	Effective	Jan. 1/92	Jan. 1/93
General Increases		3%	3%
Labourer		\$13.788 (\$13.386)	\$14.202
Maintainer		\$17.701 (\$17.186)	\$18.232

Note: Other changes are similar to those reported for Maintenance of Way employees elsewhere in this report.

Canadian Pacific Limited, C.P. Rail Division, system-wide - Boilermakers, Electrical Workers (IBEW), Firemen and Oilers, Machinists, Plumbers, and Sheet Metal Workers (AFL-CIO/CLC and CFL) (shopcraft employees)*: One master agreement covering six 24-month renewal agreements, effective from January 1, 1992 to December 31, 1993, covering 270 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previously bargained with Associated Non-Operating Railway Unions.

Wages:	Effective	Jan. 1/92	Jan. 1/93
General Increases		3%	3%
Labourer		\$13.803 (\$13.401)	\$14.217
Lead Hand Electrician		\$18.409 (\$17.873)	\$18.961

Note: Other changes are similar to those reported for Maintenance of Way employees elsewhere in this report.

Canadian Pacific Limited, CP Rail Division, system-wide - Maintenance of Way Employees (AFL-CIO/CLC)*: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 966 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previously bargained with other Associated Non-Operating Railway Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	Extra Gang Labourer	\$12.341 (\$11.982)	\$12.711
	Bench Carpenter	\$17.769 (\$17.251)	\$18.302

Health and Welfare: Life Insurance - Effective May 1, 1992, benefit is \$23,000 (\$22,000). Effective January 1, 1993, \$24,000.

Weekly Indemnity - 70% of base pay to a maximum of \$460 for earnings above \$120. (Previously, the greater of 70% of base pay or UIC maximum up to \$425.) Effective January 1, 1993, maximum \$470. Benefits are integrated with UIC and/or other benefit entitlements (unchanged).

Major Medical - Maximum lifetime claim is \$35,000 (\$32,000).

Vision - Effective May 1, 1992, maximum claim is \$175 (\$100) per year per person under 18 years and every 2 years per person over 18.

Dental - Coverage continues to be updated to the current year's ODA fee schedule. Effective January 1, 1993, orthodontic coverage will be added with a lifetime maximum claim of \$1,500 per person and 80%-20% co-insurance (new).

Ontario Northland Transportation Commission, previously, Ontario Northland Railway - Associated Shopcraft Unions*: A 30-month renewal agreement effective from January 1, 1992 to June 30, 1994, covering 250 Ontario employees, settled at the post-conciliation bargaining stage following a work stoppage. Duration of negotiations - 6 months.

* Includes Canadian Auto Workers (CLC), (previously Railway Carmen), Firemen & Oilers and Machinists (AFL-CIO/CLC), Boilermakers, Electrical Workers (IBEW), Plumbers and Sheet Metal Workers (AFL-CIO/CFL).

Note: Firemen & Oilers previously bargained with Associated Railway Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	2%	3%
	Additional Adjustments	*	

Hourly Rates

Fireman/woman & Oiler 0-2 years	\$13.692-\$14.257 (\$13.203-\$13.753)	\$14.103-\$14.685
Journeyman/woman	\$18.285 (\$17.632)	\$18.834

* Allowance of 1 minute per hour for clocking in and out is folded into base rates.

COLA (new): 1¢ per 0.11 point increase in the CPI - 1986=100 comparing the average annual index for 1991 to the average annual index for 1992. Triggered at 4% and payable as a lump sum in 1993.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Bereavement Leave: 4 (3) days' paid leave upon death of spouse or child. 3 days' for brother/sister-in-law (new).

Health and Welfare: The following benefits are effective May 1, 1992 unless stated otherwise.

LTD (new) - Benefit is 70% of regular weekly earnings.

Weekly Indemnity - Maximum \$480 (\$426) payable after 2 (3) days' absence.

Vision - Coverage is based on 80%-20% co-insurance to a maximum claim of \$200 (\$150) every 2 years for recipient over age 19 and every 12 months for 19 years and under.

Dental Plan - Coverage is based on the 1991 (1989) ODA fee schedule. Maximum annual claim is \$1,000 (\$750). Effective January 1, 1993, on the 1992 ODA fee schedule.

Continuation of Benefits - Health and Welfare benefit coverage continues to age 65 for early retiree with 15 years service or employee in receipt of company disability pension. (Previously, Dental, Life Insurance and Major Medical continued to age 65 for employee retiring prior to age 65.)

The following changes are effective from April 1, 1992, unless stated otherwise:

Relocation Allowances: Incidental Moving Expenses - \$650 (\$550).

Loss on sale of home - \$9,500 (\$7,700).

Moving a Wheeled Vehicle - \$5,000 (\$4,000).

Monthly Travel Allowance - \$145 (\$120) in lieu of relocation.

Transportation Allowance - \$165 (\$140) per employee and \$65 (\$55) per dependent for initial move.

Job Security:	Preferred employment security after 7 years of service (unchanged) for all employees hired prior to December 31, 1991. (Previously, prior to December 31, 1988.)
Mileage Allowance:	30¢ (28¢) for first 4,000 km. 24¢ (22.5¢) - 4,001 to 10,700 km. 20.5¢ (18.5¢) - 10,701 to 24,000 km. 17¢ (16¢) - over 24,000 km.
Education Fund (new):	Employer contributes 1¢ per hour per employee.
Unscheduled Meeting Pay:	Applicable overtime rate will be paid to employee required to attend an investigation outside of normal working hours (new).
Travel Time:	Employee required to transfer for more than 21 (30) days will be compensated for travel time at applicable rate.

Municipal Tank Lines Limited, province-wide - Locals 91, 141, 880 and 938, Teamsters (AFL-CIO) (drivers and maintenance employees): A 33-month renewal agreement effective from April 8, 1992* to December 31, 1994, covering 247 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previous agreement expired December 31, 1991.

Wages:	Effective	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases	50¢ per hour; 1¢ per mile	75¢ per hour; 1.5¢ per mile

Hourly Rates

Group 4 (includes General Labourer)	\$16.53 (\$16.03)	\$17.28
Driver	\$16.99 (\$16.49)	\$17.74
Group 1 (includes Mechanic Class A)	\$19.58 (\$19.08)	\$20.33

Mileage Rates
(per mile)

Sleeper	40.98¢ (39.98¢)	42.48¢
Other	37.28¢ (36.28¢)	38.78¢
Trains	38.48¢ (37.48¢)	39.98¢

Sleeper Trains	42.36¢ (41.36¢)	43.86¢
Quad Axle	37.78¢ (36.78¢)	39.28¢

COLA: 10¢ per hour worked or 0.25¢ per mile driven for each 1% increase in the CPI - 1981=100, above the September base in each year of the agreement. Triggered at 5% annually. Adjusted and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates on October 1, 1992 and 1993. (Basic formula is unchanged. Formula did not trigger.)

Miscellaneous Allowance: \$200 (\$100) U.S. for unforeseen expenses repairs, accommodation etc., on international trips.

Halton District and Mississauga Ambulance Service Limited and 30 other Ambulance Services, province-wide - Ontario Public Service Employees (NUPGE) (CLC): 27 renewal agreements and five first agreements effective from various dates to December 31, 1993, covering 900 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases	\$3.73 per week plus 0.5%, representing 1% on the average rate in the bargaining unit	\$7.53 per week plus 1%, representing 2% on the average rate in the bargaining unit

Halton District and
Mississauga Ambulance
Service Ltd.

Ambulance Officer 0-2 years	\$17.08-\$17.96 (\$16.90-\$17.78)	\$17.44-\$18.33
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COLA (new): Effective January 1, 1993, percent per percent increase in Ontario CPI - 1981=100, using the average index for October, November and December 1992 as the base. Triggered at 3%. Adjusted quarterly and folded into wages December 31, 1993.

Shift Premium: 0-52¢-62¢ (0-48¢-58¢).

Holiday Pay: Effective April 2, 1992, double time for all hours worked on a statutory holiday for eligible employees. (Previously, varied.)

Paid Vacation: Effective April 1, 1992, 5 weeks after 15 years of service and 6 after 20. (Previously, varied.)

Severance Pay (new): 1 week's pay per year of service to a maximum of 26 weeks' pay for employee with 5 years of service, separated due to indefinite lay-off, retirement or death.

Job Security: (new): Employer will not reduce the normal work week for full-time employees employed on or before April 2, 1992 for the duration of this agreement.

Provincial Joint Pension Committee (new): 2 employees paid for regularly scheduled hours spent in meetings to study pension requirements.

RETAIL TRADE

Loeb IGA Huron Street at London - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 36-month first agreement effective from October 1, 1991 to September 30, 1994, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>	<u>Oct. 1/93</u>
Increases:				
Full-time			4%	4%
Part-time			20¢-35¢	25¢-45¢
Additional Adjustments	Restructuring of wage schedule			
<u>Full-time Employees</u>				
Service Clerk	\$6.76-\$9.62	\$7.03-\$10.00	\$7.31-\$10.40	
Cashier	\$7.85-\$10.83	\$8.17-\$11.26	\$8.49-\$11.71	
Meat Cutter	\$11.96-\$14.20	\$12.44-\$14.77	\$12.94-\$15.36	
<u>Part-time Employees</u>	\$5.55-\$8.10	\$5.75-\$8.45	\$6.00-\$8.90	

Maximum rates are reached after 24 months for Service Clerk and Cashier after 12 months for Meat Cutter, and after 36 months for Part-time employees.

Hours of Work: Full-time - 8 hours per day, 40 hours per week.

Paid Rest Periods: Two 15-minute paid rest periods per shift for full-time employees and one 15-minute period every three consecutive hours worked for part-time employees.

Shift Premium: (Full-time):	75¢ per hour on the night shift. Effective October 1, 1992 and 1993, 80¢ and 85¢ respectively.
Saturday Premium (Full-Time):	70¢ per hour worked after 6 p.m.
Overtime Pay:	Time and one-half after 8 hours per day or 40 hours per week for all employees. Double time on a Sunday for full-time employees.
Lead Hand Premium:	50¢ per hour worked.
Call-Back Pay (Full-time):	Time and one-half for a minimum 3 hours or all hours worked for employee called back to work after completion of regular shift or called in 2 hours prior to shift.
Call-In Pay:	Time and one-half or applicable rate for 4 hours or all hours worked for full-time employee called into work on a non-scheduled day or a Statutory Holiday. Guarantee of 4 hours of work for part-time employees if work is available.
Reporting Pay (Full-time):	Minimum 4 hours' straight time pay for employee reporting for work when no work is available.
Acting Pay:	\$2.25 per hour for employee temporarily performing duties of Department Manager, and \$1.25 per hour for Assistant Department Manager.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and one floating day are recognized for a total of 10 days for full-time employees. Nine above paid holidays excluding floating day for part-time employees.
Paid Vacation:	2 weeks after 1 year of service, 3 after 5, 4 after 10 and 5 after 20 for full-time employees. Effective October 1, 1993, 4 after 9.
Vacation Pay (Part-time):	4% after 6 months of service, 6% after 5 and 8% after 10.
Bereavement Leave:	Up to 3 days' paid leave upon death of parent, spouse, child, step-child, brother, sister and mother/father-in-law for all employees. 1 day for grandparent, grandchild, brother/sister-in-law, son/daughter-in-law, nephew and niece for full-time employees. 1 day for grandparent and grandchild for part-time employees.
Birth/Adoption Leave:	1 day's leave upon birth/adoption of a child.
Jury Duty/Crown Witness Leave (Full-time):	Employee receives the difference between regular wages and fees received.

Sick Leave: Effective October 1, 1992, 4 days paid leave per year for full-time employees, unused time is paid back to the employees annually. Effective October 1, 1993, 5 days.

Health and Welfare: Employer pays 100% of the premium costs for the following benefits, which apply to full-time employees only

Life Insurance and AD & D - Benefit is once annual earnings rounded upwards to the next \$1,000.

Life Insurance for Dependents - Benefit is \$5,000 for spouse and \$2,500 for child.

Weekly Indemnity - Benefit is 66 2/3% of regular earnings to UIC maximum. Payable on a 1/1/7/17 basis.

LTD - Benefit is 66 2/3% of basic monthly earnings to a maximum of \$3,000, commencing on the 120th calendar day of total disability to age 65.

Major Medical - Coverage includes prescription drugs, nursing and ambulance services. (Further details unavailable at this time.) Semi-private hospitalization and convalescent care to a maximum 180 days.

Dental - Existing plan continues. (No details available at this time.)

Clothing Allowance: Employer supplies 2 uniforms per year for full-time employees and 1 uniform per year for part-time employees.

Pharma Plus Drugmarts Limited, province-wide except the Regional Municipality of Ottawa-Carleton - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time sales employees): A 24-month renewal agreement effective from January 5, 1992 to January 4, 1994, covering 1,200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 4/92	Jan. 3/93
	Increases	30¢*	3%
	Stock Clerk	\$6.00-\$9.30 (\$5.63-\$9.00)	\$6.18-\$9.58
	Pharmacy Assistant	\$6.00-\$10.20 (\$5.97- \$9.90)	\$6.18-\$10.51

* Minimum rates increased in accordance with the E.S.A.

Maximum rates shown are reached after 3 six-month increments for employees hired prior to May 1, 1992 and 6 six-month increments for employees hired on or after May 1, 1992.

Responsibility Pay:	\$60 (\$50) for each period of 5 consecutive days when assigned responsibilities of a manager.
Bereavement Leave:	5 (3) days' paid leave upon death of step-child or common-law spouse (new).
Sick Leave (Full-time):	Maximum accumulation of 11 (10) weeks.
Health and Welfare:	<p><u>Major Medical (full-time)</u> - Employer pays 75% (50%) of premium costs.</p> <p><u>Vision</u> - Maximum claim is \$125 (\$100) every 2 years for full-time employee. Coverage extended to include part-time employee with 2 years of continuous service (new).</p> <p><u>Drugs (part-time) (new)</u> - Employer pays 100% of premium costs.</p> <p><u>Dental</u> - Effective January 3, 1993, employer contributes 19¢ (18¢) per hour worked to the union trustee dental plan.</p>
Education and Training Fund:	Effective January 3, 1992, employer contributes 2¢ (1¢) per hour worked to the UFCW Education and Training Fund.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and other Housing Authorities, province-wide except Metro Toronto - Local 3096, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/92	Jan. 1/93*
General Increases		1%	2%
<u>Admin. Group I</u>			
AG 1 (includes Receptionist)		\$11.34-\$12.64 (\$11.23-\$12.51)	\$11.57-\$12.89
AG 11 (includes Community Relations Officer)		\$17.68-\$20.05 (\$17.50-\$19.85)	\$18.03-\$20.45
<u>Maintenance Group II</u>			
Labourer		\$14.19 (\$14.05)	\$14.47
Painter		\$15.61 (\$15.46)	\$15.93

* Conditional Wage Re-opener if the Ontario CPI increases by 3% in 1992.

Bereavement Leave: Effective April 10, 1992, 3 days' paid leave upon death of legal guardian or ward and 1 day for spouse of aunt or uncle (new).

Health and Welfare: Vision - Effective May 1, 1992, maximum claim is \$200 (\$100) per person every 24 months.

Severance Pay (new): 2 weeks' pay per year of service to a maximum of 12 weeks pay.

EDUCATION AND RELATED SERVICES

East York Borough, Metropolitan Toronto* and the Cities of Etobicoke, North York, Scarborough, Toronto, York Boards of Education and Le Conseil des écoles francaises de la communauté urbaine de Toronto - Federation of Women Teachers' Association of Ontario (Ind.), Ontario Public School Teachers' Federation (Ind.) and Association des Enseignants Franco-Ontariens (Ind.):
Eight 24-month renewal agreements effective from September 1, 1991 to August 31, 1993, covering 10,316 employees, settled at the bargaining stage. Duration of negotiations - 16 months.

* Metropolitan Toronto School Board has an agreement covering employees who teach in schools for the trainable retarded and is also a signatory to the central agreement.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
General Increases		2.6%	1%	3%
Teacher-Category A* 0-11 X, Y, Z years**	\$27,960-\$50,273 (new)	\$28,239-\$50,776	\$29,087-\$52,299	.
Teacher-Category A1 0-10 years	\$30,227-\$50,273 (\$29,461-\$48,999)	\$30,529-\$50,776	\$31,445-\$52,299	
Teacher-Category A4 0-10 years	\$36,638-\$62,629 (\$35,710-\$61,042)	\$37,004-\$63,255	\$38,114-\$65,153	
<u>Vice Principal</u>				
Elementary School 0-3 years	\$61,551-\$67,265 (\$59,991-\$65,560)	\$62,167-\$67,938	\$64,032-\$69,976	
Junior High School 0-3 years	\$64,661-\$70,769 (\$63,022-\$68,976)	\$65,308-\$71,477	\$67,267-\$73,621	

Principal

Elementary School 0-4 years	\$71,918-\$79,602 (\$70,096-\$77,585)	\$72,637-\$80,398	\$74,816-\$82,810
Junior High School 0-3 years	\$75,799-\$81,899 (\$73,878-\$79,824)	\$76,557-\$82,718	\$78,854-\$85,200

Continuing
Education

Hourly Rates

Teacher 0-3 steps	\$34.98-\$41.97 (\$34.09-\$40.91)	\$35.33-\$42.39	\$36.39-\$43.66
Vice-Principal	\$46.29 (\$45.12)	\$46.75	\$48.15
Principal	\$51.30 (\$50.00)	\$51.81	\$53.36

* In accordance with the Pay Equity Plan, Teacher-Category D, C and B were deleted and replaced with new Category A, during the term of the previous agreement.

** Placement at 11X, 11Y and 11Z depends on combination of years of experience and qualifications.

COLA: Increase to equal the percentage in the Metro Toronto CPI from August 1992 to August 1993. Triggered at 3.25% and capped at 2% of Category A4 maximum. Paid as a lump sum.

Allowances (Teachers): Increased in accordance with general salary increases.

Paid Maternity/Adoption Leave: Effective September 1, 1993, maximum \$75 per week for a maximum of 15 weeks following a 2-week waiting period (new).

Health and Welfare: Vision - Effective September 1, 1992, maximum claim is \$200 (\$160) per person every 2 years.

Dental - Effective June 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule. Effective September 1, 1992, employer pays 94% (90%) of premium costs. Effective January 1, 1993, the 1991 ODA fee schedule.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92	Aug. 31/92
General Increases		2.8%		2.7% non-compounded
Additional Adjustments		restructuring of wage schedule		
Pay Equity Adjustments			*	
Teacher-Category B(D) 0-11 years (0-10)		\$25,269-\$43,473 (\$23,579-\$31,844)		
Teacher-Category A (new) 0-11 years			\$25,269-\$44,735 (\$25,269-\$43,473)	\$25,934-\$45,913
Teacher-Category A1 0-11 years		\$28,769-\$48,758 (\$27,853-\$47,206)		\$29,525-\$50,040
Teacher-Category A4 0-11 years		\$34,528-\$61,500 (\$33,430-\$59,543)		\$35,436-\$63,116
Principal/Co-ordinator 0-4 years		\$71,803-\$75,094 (\$69,847-\$73,049)		\$73,688-\$77,066
		Sept. 1/92	Apr. 1/93	
		3%	1.5% non-compounded	
Teacher-Category A		\$26,713-\$47,290	\$27,102-\$47,979	
Teacher-Category A1		\$30,411-\$51,542	\$30,854-\$52,293	
Teacher-Category A4		\$36,500-\$65,010	\$37,032-\$65,957	

Principal/ Co-ordinator	\$75,900-\$79,379	\$77,005-\$80,535
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* Categories B, C, D compressed to form Category A.

Post-Graduate Allowance: \$700 (\$675) per year. Effective September 1, 1992, \$750.

Sick Leave: 20 days per year (unchanged) to a maximum accumulation of 255 (245) days. Effective September 1, 1992, 260 days.

Maternity/
Adoption Leave: SUB (new) - Effective September 1, 1992, wages equivalent to 60% of weekly insurable earnings for the 2-week waiting period.

Health and Welfare: Life Insurance - Effective May 1, 1992, employer pays 90% (unchanged) of the premium costs to a maximum benefit of \$100,000 (\$90,000).

Responsibility Allowances: Increased in accordance with the general salary increases with the exception of Special Education, Principal's Designate and Teacher Librarians allowances which are frozen.

Continuing Education:	Effective	<u>July 1/92</u>	<u>July 1/93</u>
	Teachers	\$25.30 per hour (\$24)	\$26.45
	Principal 1st year	\$2,321 (\$2,200)	\$2,425
	Subsequent years	\$2,427 (\$2,300)	\$2,536

Education Allowance: Eliminated. (Previously, maximum of \$2,500 per year for non-degree teachers.)

Mileage Allowance: Effective September 1, 1992, 28¢ (27¢) per kilometre.

Northumberland and Newcastle Board of Education at Cobourg - Local 1206, Canadian Union of Public Employees (CLC) (custodian, maintenance and cafeteria employees): A 24-month renewal agreement effective from November 29, 1991 to November 28, 1993, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 29/91</u>	<u>Nov. 29/92</u>
	General Increases	42¢	29¢
	Cleaner	\$13.27 (\$12.85)	\$13.56

Trades (Maintenance)	\$15.92	\$16.21
Person	(\$15.50)	

Paid Sick Leave: Maximum accumulation is 300 (284) days.

Health and Welfare: Dental - Effective June 1, 1992, coverage is extended to include orthodontic services with a maximum lifetime claim of \$1,500 with 70%-30% co-insurance (new).

Safety Shoe Allowance: \$60 (\$50) per year. Effective November 29, 1992, \$65.

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 390 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>	<u>Jan. 1/93</u>
	General	3%	1%	2%
	Increases			non-compounded*
	Teacher-Category 1	\$25,921-\$49,254	\$26,180-\$49,747	\$26,699-\$50,732
	0-11 years	(\$25,166-\$47,819)		
	Teacher-Category IV	\$33,703-\$60,915	\$34,040-\$61,524	\$34,714-\$62,742
	0-12 years	(\$32,721-\$59,141)		
	Vice Principal	\$66,373-\$72,581	\$67,037-\$73,307	\$68,364-\$74,758
	0-3 years	(\$64,440-\$70,467)		
	Principal	\$74,995-\$80,785	\$75,745-\$81,593	\$77,245-\$83,209
	0-3 years	(\$72,811-\$78,432)		

* Increase based on August 31, 1992 salary rates.

Allowances: Responsibility - Increased in accordance with the general salary increases.

Extra Degree - \$705 (unchanged).

Health and Welfare: Dental - Effective September 1, 1992, coverage is based on the 1991 (1989) ODA fee schedule. Employer pays 85% (80%) of the premium costs. Coverage is extended to include Blue Cross Riders 2 and 4 with 50%-50% co-insurance (new). Effective January 1, 1993, employer pays 90% of the premium costs.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,923 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	2.7%	2%
	Teacher-Category D 0-6 years	\$22,504-\$31,783 (\$21,912-\$30,947)	\$22,954-\$32,419
	Teacher-Category A1 0-11 years	\$29,399-\$48,967 (\$28,626-\$47,680)	\$29,987-\$49,946
	Teacher-Category A4 0-11 years	\$35,217-\$61,247 (\$34,291-\$59,637)	\$35,921-\$62,472
	Principal "A" School 0-years	\$69,523-\$74,020 (\$67,695-\$72,074)	\$70,913-\$75,500
		<u>Aug. 31/92</u>	<u>Feb. 1/93</u>
	General Increases	1.2%	2%
	Teacher-Category D	\$23,229-\$32,808	\$23,694-\$33,464
	Teacher-Category A1	\$30,347-\$50,545	\$30,953-\$51,557
	Teacher-Category A4	\$36,353-\$63,222	\$37,079-\$64,486
	Principal 'A'	\$71,764-\$76,406	\$73,199-\$77,934

COLA (new): Effective September 1, 1992 to August 31, 1993, increase to equal the percentage increase in the Ontario CPI - 1986=100 using the average index for June 1992 to August 1992 as the base. Triggered at 3%. Payment capped at 1 percent of annual salary. Adjusted quarterly and folded in August 31, 1993.

Extra Degree Allowance: Increased in accordance with general salary increases.

Paid Preparation Time: Pro-rated for part-time employees (new).

Professional Development Funds: Increased by 3%. Effective September 1, 1992, increased by 2% and a lump sum payment of \$59,625 for the Teachers' fund for the 1992-1993 year only.

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,166 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	2.7%	2%
	Teacher-Category I 0-11 years	\$29,399-\$48,967 (\$28,626-\$47,680)	\$29,987-\$49,946
	Teacher-Category IV 0-11 years	\$35,217-\$61,247 (\$34,291-\$59,637)	\$35,921-\$62,472
	Vice Principal 0-3 years	\$67,838-\$72,403 (\$66,055-\$70,500)	\$69,195-\$73,851
	Principal 0-4 years	\$76,644-\$82,611 (\$74,629-\$80,439)	\$78,177-\$84,263
	Effective	<u>Aug. 31/92</u>	<u>Jan. 1/93</u>
	General Increases	1.2%	2.0%
	Teacher-Category I	\$30,347-\$50,546	\$30,954-\$51,556
	Teacher-Category IV	\$36,353-\$63,222	\$37,079-\$64,486
	Vice Principal	\$70,025-\$74,738	\$71,426-\$76,233
	Principal	\$79,115-\$85,274	\$80,697-\$86,979

COLA (new): Effective September 1, 1992 to August 31, 1993, increase to equal the percentage increase in the Ontario CPI - 1986=100 using the average index for June 1992 to August 1992 as the base. Triggered at 3%. Payment capped at 1% of annual salary. Adjusted quarterly and folded in August 31, 1993.

Professional Development Funds: Increased by 3%. Effective September 1, 1992, 2%.

HEALTH AND WELFARE SERVICES

Metropolitan General Hospital at Windsor - Local 1230, Electrical Workers (IBEW) (AFL-CIO/CFL) (full-time, part-time and casual service employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 239 employees, settled at the bargaining stage. Duration of negotiation - 3 days.

Wages:	Effective	Apr. 1/92	Apr. 1/93
General Increase		1%	*
Aide II		\$12.222-\$13.145 (\$12.101-\$13.015)	
Orderly		\$13.578-\$14.708 (\$13.444-\$14.562)	
Landscaper		\$14.035-\$15.278 (\$13.896-\$15.127)	

Maximum rates are reached after 1 year.

* Wages to be renegotiated in March, 1993.

Standby Pay (new): \$2.10 per hour for on standby on Christmas day, Boxing day or New Year's day for O.R. Aide.

Health and Welfare: Drugs - Effective May 1, 1992, \$15/\$25 deductible. (Previously, \$1.50 deductible per prescription.)

Vision - Maximum claim is \$100 (\$90) every 24 months.

AMUSEMENT AND RECREATION SERVICES

Canadian Film and Television Production Association (CFTPA), Association des Producteurs de Film et Télévision du Québec (APFTQ) and National Film Board of Canada (NFB) - Canadian TV and Radio Artists (CLC), Writers Guild of Canada: A 33-month* agreement effective from April 1, 1992** to December 31, 1994, covering 800 Ontario employees, settled at the bargaining stage. Duration of negotiations - 16 months.

* A 9-month renewal agreement from April 1, 1992 to December 31, 1992 and a 24-month extended agreement from January 1, 1993 to December 31, 1994, subject to successful completion, by December 31, 1992 of several tabled items.

** Previous agreement expired December 31, 1990.

Wages:	Effective	Apr. 1/92	Apr. 1/93	Apr. 1/94
General Increases		3%	3.5%	3.5%
<u>Minimum Fees</u>				
<u>Writers Script Fee</u>				
Teleplay (60 minutes or less)		\$10,225 (\$9,926)	\$10,585	\$10.955

Screenplay contracted by installment	\$33,970 (\$32,977)	\$35,155	\$36,385
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Minimum fees shown are selected from a wide range of fees depending on type of work, media used, length of programme and skills involved. Additional fees include production fees for writers which are a percentage of the producer's production costs and royalty payments.

Risk Insurance: Maximum benefit is \$500,000 (\$100,000) per engagement.

Per Diem \$167 (\$135).
Allowance:

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Laboratories at Chalk River and Deep River - Atomic Energy Allied Council (CRL) of Several Unions (AFL-CIO/CLC and CFL): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Apr. 1/93</u>
General Increase			2%
Additional Adjustments		Restructuring of wage schedule	
Group 3 (includes Garage Service Attendant)		\$14.27 (\$14.13-\$14.27)	\$14.56
Group 12 (includes Control Maintainer)		\$20.21 (\$20.01-\$20.21)	\$20.61

Shift Premium: Effective June 1, 1993, 0-49¢-59¢ (0-48¢-58¢), additional 61¢ (60¢) per hour for regularly scheduled work on Saturday and \$1.48 (\$1.45) per hour on Sunday. Not applicable for employees on a continuous rotating shift schedule.

Continuous Rotating Shift - Effective June 1, 1993, 63¢ (62¢) per hour for employees scheduled to work a minimum 6 months.

Acting Pay: Employee temporarily transferred to higher classification for a minimum of one-half of a shift, receives appropriate rate in the higher classification.

Paid Holidays: Effective April 1, 1993, 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 15 days after 6 months (2 years) of service, 16 after 6 (7) years, 17 after 7 (8), 18 after 8 (9), 19 after 9 (10) and 20 after 10 (11).

Paid Sick Leave: 6 (5) days per full year of employment beginning April 1 in each year. Pro-rated for less than 1 year.

Health and Welfare: Major Medical - Effective April 1, 1993, employer pays 50% of the premium cost. (Previously, employer paid \$4 per month for single coverage and \$12 per month for family coverage.)

Dental - Effective April 29, 1992, coverage is based on 1992 (1990) ODA fee schedule. Effective April 1, 1993, the 1993 ODA fee schedule.

Meal Allowance: \$10 after 5 hours of overtime (new).

PERSONAL SERVICES

Cara and various independent franchises, province-wide - Local 206*, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 23, 1992 to January 22, 1995, covering 910 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previously, Local 175.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	Increases	2%**	1.5%
	<u>Minimum Rates</u>		
	Busperson	\$6.00-\$6.77 (\$5.62-\$6.64)	\$6.09-\$6.87
	Cook	\$8.45-\$10.27 (\$8.28-\$10.07)	\$8.58-\$10.42
	Effective	<u>Sept. 1/93</u>	<u>Apr. 1/94</u>
	General Increases	1.5%	4%
	Busperson	\$6.18-\$6.97	\$6.43-\$7.25
	Cook	\$8.71-\$10.58	\$9.06-\$11.00

** Start rate for Busperson adjusted in accordance E.S.A.

Maximum rates are reached on merit.

Health and Welfare: Major Medical - Employer pays 100% (80%) of premium costs.

Life Insurance and AD & D - Employer pays 100% (80%) of premium costs. Benefit is \$20,000 (\$10,000).

Dental - Employer pays 100% (80%) of premium costs. Coverage continues to be based on the previous year's ODA fee schedule.

Cara and various independent franchises, province-wide - Canadian Restaurant Employees (Ind.)*: A 36-month renewal agreement effective from January 23, 1992 and January 22, 1995, covering 3,150 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously Local 88, Hotel Employees (AFL-CIO/CLC).

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	Increases	2%**	1.5%
	<u>Minimum Rates</u>		
	Busperson	\$6.00-\$6.77 (\$5.62-\$6.64)	\$6.09-\$6.87
	Cook	\$8.45-\$10.27 (\$8.28-\$10.07)	\$8.58-\$10.42
	Effective	<u>Sept. 1/93</u>	<u>Apr. 1/94</u>
	General Increases	1.5%	4%
	Busperson	\$6.18-\$6.97	\$6.43-\$7.25
	Cook	\$8.71-\$10.58	\$9.06-\$11.00

** Start rate for Busperson increased in accordance with E.S.A.

Maximum rates are reached on merit.

Health and Welfare: Major Medical - Employer pays 100% (80%) of premium costs.

Life Insurance and AD & D - Employer pays 100% (80%) of premium costs. Benefit is \$20,000 (\$10,000).

Dental - Employer pays 100% (80%) of premium costs. Coverage continues to be based on the previous year's ODA fee schedule.

PROVINCIAL ADMINISTRATION

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.): A 24-month renewal agreement effective September 1, 1991 to August 31, 1993, covering 289 employees, settled with meditation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
	General Increases	2.5%	1.67%
	Teachers-Category E1 0-5 years	\$22,975-\$31,232 (\$22,415-\$30,470)	\$23,359-\$31,754
	Teachers-Category E4/S1 0-9 years	\$29,946-\$49,247 (\$29,216-\$48,046)	\$30,446-\$50,069
	Teachers-Category E7/S4 0-10 years	\$36,963-\$61,085 (\$36,061-\$59,595)	\$37,580-\$62,105
	Previous rates reflect a \$1,600 increase to each cell of the salary grid retroactive to September 1, 1990.		
Classroom Teacher Allowance:	Incorporated into the salary rates. (Previously, \$1,600 for permanent teacher.)		
COLA (new):	Effective September 1, 1992, percent per percent change in the Ontario CPI - 1986=100, using the average index for June to August 1992. Triggered at 3%. Adjusted quarterly. Folded in on August 31, 1993.		
Paid Maternity Leave:	Effective September 1, 1992, 2 weeks at 93% (new) of weekly wage plus an additional 15 weeks at the difference between 93% (75%) of weekly wage and the UIC benefit.		
Paid Adoption Leave (new):	Effective April 6, 1992, 2 weeks at 75% of weekly wage plus an additional 10 weeks at the difference between 75% of weekly wage and the UIC benefit. Effective September 1, 1992, 93%.		
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective April 6, 1992, maximum benefit is \$75 per day. <u>Vision</u> - Effective April 6, 1992, maximum claim is \$200 (\$120) every 2 years. <u>Hearing</u> - Effective April 6, 1992, maximum lifetime claim is \$500 (\$300). <u>Dental</u> - Effective April 6, 1992, maximum lifetime claim for dentures and orthodontics services is \$2,500 (\$2,000). Effective September 1, 1992, \$3,000.		
Pension Plan:	<u>Early Retirement Incentive Option (new)</u> - Employee aged 55 to 64 with 12 years of service, at maximum salary and eligible for an unreduced or reduced pension receives a lump sum payment of \$13,000 upon retirement. Effective September 1, 1992, \$2,000-\$13,000 depending on eligibility for unreduced pension or retirement age.		
Paid Preparation Time:	Effective September 1, 1992, minimum 150 (140) minutes per week. Effective September 1, 1993, 160 minutes.		

Professional Development Fund (new): \$150 times number of teachers on contract as of September 1, 1992.

LOCAL ADMINISTRATION

Brampton City Corporation - Local 831, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from August 1, 1991 to July 31, 1993, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
	General Increases	4.6%	4.25%
	Additional Adjustments*		
	Labourer-Garage	\$14.61 (\$13.76)	\$14.80
	Mechanic	\$16.72 (\$16.48)	\$17.43

Previous rates reflect the first phase of a two phase job evaluation programme, restructuring of wage schedule and pay equity adjustments effective January 1, 1991.

* Effective January 1, 1992, second phase of job evaluation programme.

Shift Premium: Effective May 1, 1992, 40¢ (38¢) per hour. Effective August 1, 1992, 42¢.

Health and Welfare: Vision - Effective May 1, 1992, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective March 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective April 1, 1992, coverage is extended to include orthodontic services with a maximum \$1,500 on a 50%-50% co-insurance basis. Effective March 1, 1993, the 1992 ODA fee schedule.

Tool Allowance: \$300 (\$260) per year. Effective July 31, 1993, \$340.

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from February 7, 1992 to February 6, 1994, covering 253 employees, settled at the conciliation office stage. Duration of negotiation - 4 months.

Wages:	Effective	<u>Feb. 7/92</u>	<u>Aug. 7/93</u>
	General Increases	1%	1%
	Stock-keeper I	\$13.15-13.35 (\$13.02-13.22)	\$13.28-13.48
	Maintenance IV	\$15.74 (\$15.58)	\$15.90

	Effective	<u>Feb. 7/93</u>	<u>Aug. 7/93</u>
	General Increases	1%	1.5%
	Stock-keeper I	\$13.41-13.61	\$13.61-13.81
	Maintenance IV	\$16.06	\$16.30
	Maximum rate for Stockkeeper I is reached after 6 months.		

Shift Premium: Effective May 1, 1992, 0-63¢-65¢ (0-60¢-63¢). Effective February 7, 1993, 0-65¢-70¢.

Weekend Premium: Effective February 7, 1993, 70¢ (57¢) per scheduled hour worked between 7 a.m. and 3 p.m. on Saturday or Sunday.

Paid Holidays: Day Shift Employee - 1/2 day on Christmas Eve and 1/2 day on New Year's Eve when falling between Monday and Friday for a total of 12 (11) days.

Paid Vacation: 5 weeks after 16 (17) years of service.

Health and Welfare: Major Medical - Effective May 1, 1992, up to \$15 per visit to a chiropractor with a maximum of 12 visits per year for employee who has exhausted OHIP benefit (new).

Vision - Effective May 1, 1992, maximum claim is \$180 (\$160) every 2 years. Effective February 7, 1993, \$200.

Hearing - Effective May 1, 1992, maximum claim is \$400 (\$300) every 3 years. Effective February 7, 1993, \$500.

Metropolitan Toronto Police Service Board, previously, Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.) (Unit A - clerical employees; Unit B - technical and garage employees; Unit C - parking enforcement officers, cadets and matrons; Unit D - part-time court officers): Four 12-month renewal agreements effective from January 1, 1991 to December 31, 1991 covering 2,199 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Apr. 1/91</u>
	General Increases	4.1%	1%
	<u>Unit A</u>		
	35 hours per week		
	Class 4 (includes Clerk Typist)	\$25,581-\$30,411 (\$24,573-\$29,214)	\$25,837-\$30,716
	Class 10 (includes Intermediate Analyst Programmer)	\$42,241-\$48,784 (\$40,578-\$46,863)	\$42,664-\$49,272
	<u>Unit B</u>		
	40 hours per week		
	Labourer	\$33,126 (\$31,821)	\$33,457
	Supervisor, Telecom and Electronics	\$50,710 (\$48,713)	\$51,217
	<u>Unit C</u>		
	40 hours per week		
	Police Cadet	\$27,953-\$32,930 (\$26,852-\$31,633)	\$28,232-\$33,259
	Senior Communications Operator	\$42,674-\$44,497 (\$40,993-\$42,745)	\$43,100-\$44,942
	<u>Unit D</u>		
	Court Officer (per hour)	\$16.2172-\$18.0081 (\$15.5785-\$17.2989)	\$16.3793-\$18.1882

Maximum rates are reached after 3 years for Clerk Typist, Programmer and Police Cadet, after 1 year for Senior Communications Officer and after 4,176 hours worked for Court Officer.

Shift Premium:	Effective April 13, 1992, 0-65¢-70¢ (0-55¢-60¢).
Weekend Premium:	75¢ (65¢) for all hours worked on a Saturday or Sunday when scheduled as part of regular work week.
Paid Vacation:	Effective April 13, 1992, 7 weeks after 28 years of service (new).
Health and Welfare:	<u>Vision</u> - Effective October 10, 1991, maximum claim is \$150 (\$125) every 2 years.

Dental - Effective January 1, 1991, maximum annual claim is \$1,750 (\$1,500).

Continuation of Benefits for Retirees - Effective January 1, 1992, the employer continues to pay premium costs for Medi-pak coverage to age 65 or 180 months, whichever comes first, for employee retiring after July 1, 1991 on the 85 factor early retirement plan.

Tool Allowance: Effective April 13, 1992, increased by 8%.

Mileage Allowance: Effective November 1, 1991, 30¢ (24¢) per kilometre.

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 505 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	4%	2.3%
	<u>Annual Rates</u>		
	4th Class Fire Fighter	\$37,434.54 (\$35,994.75)	\$38,295
	1st Class Fire Fighter	\$49,912.72 (\$47,993.00)	\$51,060
	Assistant Deputy Chief	\$77,863.84 (\$74,869.08)	\$79,653.60

Paid Vacation: 42 calendar days after 22 (24) years of seniority.

Health and Welfare: AD & D - Benefit is 2 times annual salary. (Previously, capped at \$100,000.)

Vision - Effective April 8, 1992, maximum claim is \$150 (\$125) every 2 years.

Paid Union Leave: 20 shifts for time to attend meetings with the employer (new).

Addenda

February 1992 Settlement

TRANSPORTATION EQUIPMENT

ICM/Krebsoge, previously Pullman Canada Ltd. at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 19, 1992 to May 18, 1995, covering 318 employees, settled at the bargaining stage and ratified in February 1992. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 19/92</u>	<u>May 16/94</u>
	General Increase		58¢
	Additional Adjustment	Skilled Trades reclassified to Labour Grade 2	
	Labour Grade 16 (includes Packer-Service)	\$13.44 (\$13.44)	*
	Labour Grade 12 (includes Phosphate Operator)	\$13.91-\$14.01 (\$13.91-\$14.01)	\$14.49-\$14.59
	Labour Grade 2 (includes Toolmaker A)	\$17.65-\$17.85 (\$17.65-\$17.85)	\$18.23-\$18.43

Maximum rate for Toolmaker A is reached after 1 year.

* Labour Grade 16 phased out as a result of Pay Equity.

Lump Sum Payment: \$850 per employee. Effective May 17, 1993, \$850 per employee.

Paid Vacation: Effective May 17, 1994, 4 weeks at 9% (8%) for employees with 20 to 24 years of service.

Bereavement Leave: Up to 3 days paid leave upon death of common-law spouse, step-son, step-daughter, son-in-law or daughter-in-law. One day for common-law parent or step-parent (new).

Health and Welfare: Weekly Indemnity - Effective May 17, 1993, wage related benefit is \$245-\$280 (\$230-\$265) payable on a 1-1-8-26 (1-1-8-39) basis. Effective May 16, 1994, \$260-\$295.

LTD (new) - Effective May 17, 1993, maximum benefit is 60% of earnings to \$1,500 per month. Employer pays 50% of premium costs.

Dental - Effective January 1, 1993, coverage is based on the previous year's ODA fee schedule. (Previously, the 1991 ODA fee schedule.)

Pension Plan: Basic Benefit - Benefit is \$19.50 (\$18.50) per month per year of service. Maximum years of credited service is 42 (40). Effective May 17, 1993, and May 16, 1994, \$21 and \$22.50 respectively.

Early Retirement - Benefit is reduced by 0.3 of 1% per month of retirement for employee with 10 years of service electing early retirement between age 60 and 65 (new). Effective May 16, 1994, employee aged 60 (62) with 30 years of service may retire with an unreduced benefit.

Surviving Spouse Benefit - 66 2/3% (60%) of employee's accrued benefit.

Safety Shoe Allowance: \$70 (\$65) per year.

Severance Pay: Effective May 17, 1993, 2 weeks pay for each year of service over 26 years (new).

March 1992 Settlements

FOOD AND BEVERAGE

Nestlé Enterprises Limited, Foods Division* at Chesterville - Local 488, Retail Wholesale Employees (AFL-CIO/CLC): Two 12-month renewal agreements effective from February 1, 1992 to January 31, 1993, covering 236 employees, settled with mediation assistance and ratified in March 1992. Duration of negotiations - 4 months.

* Previously, Nestlé Division.

Wages:	Effective	<u>Feb. 1/92</u>
		3%
	General Labour	\$16.16 (\$15.69)
	Engineer 3rd Class	\$18.23 (\$17.70)

COLA Provision: Inoperative for the duration of the agreement. (Previously, 1¢ per 0.5 point increase in the CPI - 1971=100, using the January 1991 index as the base. Adjusted quarterly. Capped at 25¢.)

Lump Sum Settlement Payment: Quarterly payments of 11¢ per hour worked per employee from February 1, 1992 to January 31, 1993.

Health and Welfare: Drugs - Coverage is extended to include employees in the Light Labour Program (new).

TRANSPORTATION

Ontario Northland Transportation Commission, previously Ontario Northland Railway - Associated Railway Unions*: Eight 24-month renewal agreements effective from January 1, 1992 to December 31, 1993, covering 463 Ontario employees, settled at the bargaining stage and ratified in March, 1992. Duration of negotiations - 3 months.

* Includes Railway, Transport and General Workers (CLC), Maintenance of Way Employees, United Transportation Union, Transportation-Communications Union (AFL-CIO/CLC) and Electrical Workers (IBEW), Signal and Communications System Council No. 11 (AFL-CIO/CFL). Previously included Boilermakers, Firemen and Oilers, Machinists, Plumbers, Railway Carmen, Signal and Communications Union and Sheet Metal Workers and Locomotive Engineers (Ind.).

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	2%	2%
	<u>Maintenance of Way</u>		
	<u>Hourly Rates</u>		
	Trackman	\$13.961-\$14.420	\$14.240-\$14.708
	0-2 years	(\$13.687-\$14.137)	

Locomotive Engineers

Daily Rates

Yard/Transfer Engineer	\$160.33 (\$157.19)	\$163.54
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COLA (new): 1¢ per hour per 0.11 point increase in the CPI 1986=100, comparing the average annual index for 1991 to the average annual for 1992. Triggered at 4% and payable as a lump sum in 1993.

Note: Other changes are similar to those reported for Assoc. Shopcraft employees elsewhere in this report.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 213, Newspaper Guild (AFL-CIO/CLC): A 7-month renewal agreement effective from February 24, 1992* to September 20, 1992, with wages retroactive to September 23, 1992, covering 260 Ontario employees, settled at the bargaining stage and ratified in March 1992. Duration of negotiations - 3 months.

* Previous agreement expired September 21, 1992.

Wages:	Effective	<u>Sept. 23/92</u>
	General Increase	3%
	<u>Annual Rates</u>	
	Group 2	\$21,218-\$24,020
	Editorial Assistant	(\$20,600-\$23,320)
	Group 5	\$33,234-\$46,509
	(includes Production Editor)	(\$32,266-\$45,154)
	Group 10	\$58,456-\$61,869
	(includes Senior Program Editor)	(\$54,812-\$60,067)

The 3% general increase applies to overtime, shift differentials and the funding base of the dental plan.

Additional Adjustments - Effective February 24, 1992, Newsworld classifications will become part of this agreement with certain reclassifications.

Maximum rates are reached after 18 months for Editorial Assistant, after 5 years for Production Editor and after 2 years for Senior Program Editor.

Overtime Pay: French Current Affairs - Time worked on the sixth or seventh consecutive day will not be calculated for the purpose of the averaging formula. (Previously, applied to averaging formula.)

Health and Welfare: Dental Plan - Employer contributes a one-time lump sum payment of \$50,000 to the union administrated dental plan.

EDUCATION AND RELATED SERVICES

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 375 employees, settled at the bargaining stage and ratified in March 1992. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	6.5%
	<u>Daily Rates*</u>	
	Casual Occasional Teacher	\$140.00 (\$131.55)
	Continuing Occasional Teacher**	
	Category 1 0-10 years	\$143.00-\$240.50 (\$133.52-\$224.62)
	Category 4 0-10 years	\$174.00-\$317.00 (\$163.37-\$297.57)

* Daily rates include 4% vacation pay.

** Maximum rates include a daily allowance for each year of experience.

NOTE: Continuing Occasional Teacher is a teacher who is employed for a period beyond 10 days in the same assignment.

Bereavement Leave: Continuing Occasional Teacher - Up to 3 days' paid leave upon death of a relative who is an intimate family member (new).

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (special education assistants, office, clerical and technical employees): A 21-month first agreement effective from March 25, 1992 to December 31, 1993, with wages retroactive to September 1, 1990, covering 280 employees, settled with mediation assistance during a work stoppage and ratified in March 1992. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
	General Increases	2%	2%	1.75%
	Cafeteria Assistant	\$10.61-\$12.47 (\$10.40-\$12.23)	\$10.82-\$12.72	\$11.01-\$12.95
	Liaison Support Officer	\$19.33-\$22.74 (\$18.95-\$22.29)	\$19.71-\$23.19	\$20.06-\$23.60
	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	
	General Increases	1.5%	2%	

Cafeteria Assistant	\$11.18-\$13.14	\$11.40-\$13.40
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Liaison Support Officer	\$20.36-\$23.95	\$20.77-\$24.43
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COLA: Increase to equal the percentage increase to the nearest 10th of a percent in the Canada CPI - 1971=100 from October 1992 to October 1993. Triggered at 3% and capped at 4%. Rates adjusted December 6, 1993.

Hours of Work: 35 hours per week, Monday to Friday.

Overtime Pay: Time and one-half for all hours worked in excess of 7 hours per day or 35 hours per week and on a Saturday. Double time on Sunday and statutory holidays.

Paid Rest Periods: Two 15-minute breaks per shift.

Paid Holidays: Good Friday, Easter Monday, Victoria Day, Dominion Day, Civic Holiday (for 12-month employees), Labour Day, Thanksgiving Day and the period between Christmas Eve day and New Years Day are recognized for a total of 16 days.

Paid Vacation: 12-month employees - 3 weeks after 4 years of service, 4 after 10, 5 after 18 and 6 after 30. 1 additional week for employees in the year of retirement.

Vacation Pay: 10-month employees - 6% after 4 years of service, 8% after 10 and 10% after 18.

Bereavement Leave: Up to 5 days' paid leave upon death of spouse or child. 3 days for employee's or spouse's immediate family including parent, sister/brother, grandparent. 1 day to attend the funeral upon death of a close friend or relative.

Paid Maternity Leave: SUB - Wages equivalent to UIC benefit for the 2-week waiting period.

Paid Parental/Adoption Leave: Up to 1 full day for the birth or adoption of a child.

Jury Duty/Crown Witness Leave: Summoned or subpoenaed employee receives the difference between regular daily wages and fees received.

Sick Leave: Cumulative days of 1 1/2 per month with a maximum accumulation of 250 days. Accumulation beyond 250 days will be at rate of 50% of unused sick leave in any year.

Marriage Leave: Up to 1/2 day's paid leave.

Quarantine Leave: Employee paid without deduction from sick leave for the time in quarantine.

Special Leave:	Up to 3 days' paid leave per year with approval of Personnel Manager.
Health and Welfare:	<p>The employer pays 100% of the premium costs for the following benefits:</p> <p><u>Life Insurance</u> - Benefit is \$40,000. Effective January 1, 1993, \$50,000.</p> <p><u>LTD</u> - Benefit is 60% of monthly earnings to a maximum of \$5,000 if enrolled in OMERS and \$6,000 if enrolled under Superannuation Pension, payable to age 65 and offset by any benefit received under Canada/Quebec Pension Plan.</p> <p><u>Semi-Private Hospitalization</u> - Coverage for employee's dependents over and above OHIP and Worker's Compensation.</p> <p><u>Major Medical</u> - \$10/\$20 deductible, plan includes out-of-country coverage.</p> <p><u>Drug</u> - Generic prescription plan with a \$1 deductible.</p> <p><u>Vision</u> - Maximum claim is \$80 every 2 years. Effective April 24, 1992, \$120. Effective January 1, 1993, \$150.</p> <p><u>Dental</u> - Employer pays 100% of premium costs. Coverage is based on current year's ODA fee schedule. Maximum claim is \$1,500 annually. Employer pays 100% of premium costs for orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$1,500.</p>
Pension Plan:	Employees eligible for OMERS plan.
Mileage Allowance:	33¢ per kilometre.
Paid Union/Management Meetings:	Employee receives regular wages for attendance at union/management meetings or other meetings called by administration.
Job Security:	Guarantee of continuous employment for employees hired on or before January 1987 and for 50% of Early Childhood Educators on staff at date of ratification.

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Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

**COLLECTIVE BARGAINING
SETTLEMENTS IN
ONTARIO**

MAY 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Nestle Canada Inc., Confectionery Division, previously Nestle Enterprises Limited at Toronto - Local 252, Canadian Auto Workers (CLC): A 14-month renewal agreement effective from March 1, 1992 to April 30, 1993, covering 615 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/92</u>
	COLA Fold-in	42¢
	Additional Adjustments	Some reclassifications
	Job Grade G.P. (includes Department Helper)	\$12.41 (\$11.99)
	Maintenance Group 4 (Electronic Technician)	\$19.74-\$21.11 (\$19.32-\$20.69)
	Maximum rate for Maintenance Group 4 is reached on merit.	
COLA:	Inoperative during term of this agreement. (Previously, 1¢ per 0.02 point change based on the 3-month average change in the CPI - 1981=100, using the average index for August, September and October 1990 as the base. Adjusted quarterly.)	
Jury Duty Leave:	Employee retains travel allowance received. (Previously, all jury pay signed over to employer.)	
Union Leave:	Off-shift Stewards paid 2 hours at straight time hourly rate for quarterly meetings (new).	
Negotiation Leave:	Employee receives up to 2 days pay to attend contract proposal preparation meetings (new).	
Health and Welfare:	<u>Major Medical</u> - \$25 deductible is eliminated. <u>Continuation of Benefits</u> - Employer pays premium costs for Life Insurance, AD & D, Major Medical, Hospitalization and Dental for period equivalent to number of weeks of severance pay or 3 months, whichever is greater, for employees on lay-off (new).	
Pension Plan:	Non-contributory plan replaces the current contributory pension plan. <u>Basic Benefit</u> - \$10 per month per year of service for all years of past service up to February 28, 1992 and \$14 per month per year of future service.	
Meal Allowance:	Effective May 31, 1993, \$5 (\$4.50).	
Safety Shoe Allowance:	Effective May 31, 1993, \$75 (\$65) per year.	

Best Foods Canada Inc., and Casco Inc. at Cardinal - Local 483, Retail Wholesale Employees (AFL-CIO/CLC): Two 24-month renewal agreements effective from April 15, 1992 to April 15, 1994, covering 241 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 15/92</u>	<u>Apr. 15/93</u>
	General	3%	3%
	Increases		
	Additional	Major job	
	Adjustments	re-classifications	

Best Foods &
CASCO Inc.

Class 1 (includes General Labour)	\$15.27 (\$14.83)	\$15.73
Class 10 (includes Skilled Mechanic)	\$18.85 (\$18.30)	\$19.42

Previous rates reflect 9¢ COLA fold-in during the term of the previous agreement.

COLA: 1¢ per 0.45 point change in the CPI - 1971=100, using the December 1992 index as the base. Triggered at 3%. Adjusted semi-annually. (Formula is inoperative during the first year of the agreement. Basic formula is unchanged.)

Lump Sum Settlement Payment: \$350 per employee.

Weekend Premium: 0-85¢-95¢ (0-75¢-85¢).

Health and Welfare: Life Insurance - Benefit is \$28,500 (\$27,500).

AD & D - Benefit is \$15,000 (\$13,500).

Weekly Indemnity - Benefit is \$485 (\$460). In week containing holiday, benefit is increased to 4/5 of \$485 plus one paid holiday; in week with 2 holidays, benefit is 3/5 of \$485 plus 2 paid holidays (new).

LTD - Benefit is \$1,700 (\$1,500) per month.

Drugs - Off-the-shelf drugs excluded from the plan.

Safety Shoe Allowance: \$85 (\$75) per year.

RUBBER AND PLASTICS PRODUCTS

3M Canada Inc. at London - Local 27, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from May 4, 1992 to May 7, 1995, covering 311 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>May 4/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
COLA Fold-in		\$1.96		
General Increases		40¢	30¢	30¢
Skilled Trades Adjustments		30¢	30¢	30¢
Group D (Production Helper)		\$19.24 (\$16.88)	\$19.54	\$19.84
Group I (includes Journeyman Electrician)		\$22.26 (\$19.60)	\$22.86	\$23.46

COLA: 1¢ per 0.076 point change in the CPI - 1986=100 using the January 1992 index as the base. Adjusted quarterly.
(Previously, 1¢ per 0.100 point change in the CPI - 1981=100.)

Paid Holidays: Effective in 1992, 14 (15) days. Effective in 1993 and 1994, 13 days in each year respectively.

Health and Welfare: Life Insurance and AD & D - Maximum benefit is \$38,000 (\$25,000) for Groups A - H and \$40,000 for Group I. Effective May 1, 1993, \$40,000 and \$42,000. Effective May 1, 1994, \$42,000 and \$44,000.

Life Insurance and AD & D for Dependents (new) - Effective July 1, 1992, benefit is \$2,000. Effective May 1, 1993 and 1994, \$2,500 and \$3,000, respectively.

Weekly Indemnity - Effective May 4, 1992, maximum benefit is \$515 (\$440) for Group A - H and \$590 for Group I. Effective May 1, 1993, \$525 and \$605. Effective May 1, 1994, \$530 and \$620. Benefit is payable after the 1st (5th) day of absence due to illness.

LTD - Maximum benefit is \$1,900 (\$1,600) per month. Effective May 1, 1993 and 1994, \$1,950 and \$2,000 respectively.

Major Medical - Up to \$15 (\$6) per visit for the services of a Naturopath, Physiotherapist, Speech Therapist and Masseur to a maximum 30 visits per year (unchanged). Coverage is extended to include Chiropractor, Podiatrist, Chiropodist and Osteopath. Maximum lifetime claim is \$25,000 (\$10,000) per individual.

Drugs - Effective January 1, 1993, drugs and medications that can be purchased without a prescription are no longer eligible for reimbursement.

Vision - Maximum claim is \$150 (\$100) per family member every 2 years.

Dental - Maximum lifetime claim for orthodontic services is \$1,500 (\$1,250). Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits (new) - Employer continues to pay premium costs for the following plans during 17 weeks of Maternity leave, 18 weeks Parental leave and 17 weeks Personal Leave: Life Insurance and AD & D, Life Insurance and AD & D for Dependents, Semi-Private Hospitalization, Major Medical, Drugs, Dental, Vision Care, Weekly Indemnity and LTD.

Continuation of Benefits for Retirees - Employer pays 100% of premium costs for Semi-Private Hospitalization, Major Medical and Dental for employee retiring on or after May 4, 1992. Current retirees covered under plan are required to pay \$10 for single coverage and \$20 for family coverage per month.

TEXTILE

Torfeaco Industries Ltd. at Toronto - Local 1003, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1992 to February 28, 1994, covering 225* employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Includes 25 employees currently on lay-off status.

Wages:	Effective	Mar. 1/92	May 28/92	Mar. 1/93
	General Increases	10¢	5¢	25¢
	Utility Worker (after 25 weeks)	\$8.05 (\$7.95)	\$8.10	\$8.35
	Garment Machine Operator (after 25 weeks)	\$10.95 (\$10.85)	\$11.00	\$11.25

FURNITURE AND FIXTURE

Canadian Woodwork Manufacturers Association at Toronto and vicinity - Local 1072*, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from April 17, 1992 to April 16, 1994, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

* Previously, Local 27.

Wages:	Effective	<u>Apr. 17/93</u>
	General	10¢, except for
	Increases	Class II - 15¢ and
		Class I - 20¢
	General Factory	\$12.00
	Labourer	(\$11.90)
	Cabinet Maker	\$18.06
	1st Class	(\$17.86)

Previous rates reflect \$1.02 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the March 1993 index as the base. Adjusted and folded into wages quarterly. (Previously, formula inoperative in first year. Basic formula is unchanged.)

Safety Shoe Allowance: Effective April 17, 1993, \$100 per year. (Previously, employer reimbursed total cost once per year.)

PRIMARY METAL

INCO Limited at Sudbury - Local 6600, United Steelworkers (AFL-CIO/CLC) (office, clerical and technical employees): A 33-month first agreement effective May 27, 1992 to March 31, 1995, with wages retroactive to April 1, 1992, covering 650 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93*</u>	<u>Apr. 1/94*</u>
	General	3%	2%	2%
	Increases			
	<u>Monthly Rates</u>			
	Group 04	\$2,390-\$2,780	\$2,438-\$2,836	\$2,487-\$2,893
	(includes	(\$2,320-\$2,700)		
	Purchasing			
	Clerk)			

Group 15 (includes Senior Designer)	\$4,270-\$4,965 (\$4,145-\$4,820)	\$4,355-\$5,064	\$4,443-\$5,166
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Maximum rates are reached on merit.

* Increase will be adjusted if non-union salaried staff receive more than 2%.

Hours of Work: 40 hours per week or 40 hours average per week.

Paid Lunch
Period: 1/2 hour for shift employee.

Shift Premium: 0-\$75 per month depending on regular work days for day shift; \$75-\$140 for afternoons and nights; \$75-\$140 for schedules with combinations of days, afternoons and nights.

Overtime Pay: One and one-half times the regular rate for all work in excess of 8 hours per day or 40 hours per week.

Acting Pay: Employee temporarily assigned to a higher classification for 4 days or more receives entry rate for the higher classification or 5% more than current salary, whichever is greater.

Call-Out
Pay: 4 hours' pay at regular rate or time and one-half for hours worked, whichever is greater.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and one floating day are recognized for a total of 11 days per year.

Paid Vacation: For employee starting between January 1 and July 1, one week after 6 months of service. For employee starting between July 1 and December 31, 2 weeks after 9 months of service; 3 weeks after 3 years; 4 after 5; 5 after 18; 6 after 25 and 7 after 30.

Health and
Welfare: Employer continues to pay 100% of premium costs for Major Medical, Semi-Private Hospitalization, Drugs, Vision and Dental. Employer continues to pay premium costs on the current basis for LTD and Life Insurance.

Profit Sharing
Plan: Percentage of quarterly base salary to a maximum of 25%. The minimum trigger is positive net earning and operating earnings in excess of \$20 million U.S.

General/Area
and Environment
Safety, Health
Committee: Time spent at meetings is considered to be time worked.

Union Grievance
Committee: Employee paid for reasonable time spent on grievance matters during work hours.

Joint Training/ 2 employees paid for time spent at meetings of the committee.
Career
Development
Committee:

Meal Allowance: \$5 after 2 hours of overtime.

Alcan Aluminium Limited, Algoods Division at Toronto - Local 2858, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 24, 1992 to February 23, 1995, covering 251 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 24/92</u>	<u>Feb. 24/93</u>	<u>Feb. 24/94</u>
General Increases		3%	3%	3%
Additional Adjustments	Labour Grade 9 to Labour Grade 10 Deletion of certain obsolete classifications			
General Labour		\$15.00 (\$14.56)	\$15.45	\$15.91
Electronic Electrician		\$19.36 (\$18.80)	\$19.94	\$20.54
Lump Sum Payments:	Effective December 15, 1992 and 1993, \$200 respectively. Effective December 15, 1994, \$250.			
Paid Holidays:	1 floating day is deleted for a total of 13 (14) days. Effective February 24, 1993 and 1995, 1 floating day is deleted for a total of 12 and 11 days respectively.			
Safety Shoe Allowance:	Effective February 24, 1994, \$80 (\$70).			

METAL FABRICATING

Edscha of Canada at Niagara Falls - Local 199, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from April 9, 1992 to April 8, 1994, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 9/92</u>	<u>Oct. 9/92</u>	<u>Apr. 9/93</u>	<u>Oct. 9/93</u>
Increases:					
Plant Employees		5¢-31¢	5¢-31¢	5¢-31¢	5¢-31¢

Skilled Trades	31¢-87¢			
Additional Adjustments	Restructuring of wage schedule from 15 to 8 classifications			
Machine Operator Level 2	\$11.70 (\$11.39)	\$12.01	\$12.32	\$12.63
Toolmaker	\$19.59 (\$19.28)	\$19.59	\$19.59	\$19.59

Other Adjustments: Some red circled rates, employee in a higher classification who is displaced into Equipment/Machine Operator classification receives \$14 per hour for a maximum 12 months.

Shift Premium: 0-42¢-57¢ (0-40¢-55¢). Effective April 9, 1993, 0-45¢-60¢.

Health and Welfare: Employer pays 100% (90%) of premium costs of all group health benefits.

Dental - Maximum annual claim is \$1,200 (\$1,000).

Continuation of Benefits (new) - Employee on an approved leave of absence receives benefits for up to 30 days.

Safety Shoe Allowance: \$70 (\$65) per year. Effective April 9, 1993, \$75.

Innopac Inc., Montebello Packaging Division, previously Montebello Metal at Hawkesbury - Local 8952, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 11, 1992 to January 10, 1995, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 11/92</u>	<u>Jan. 11/93</u>	<u>Jan. 11/94</u>
	General Increases	3%	3%	3%
	Additional Adjustments	50¢ for CNC Prep/Operator 25¢ for CNC Operator		
	General Help	\$8.84-\$9.25 (\$8.58-\$8.98)	\$9.11-\$9.53	\$9.38-\$9.82
	Electrician	\$12.96-\$15.85 (\$12.58-\$15.38)	\$13.35-\$16.33	\$13.75-\$16.82

Lump Sum Settlement Payment: \$250 per employee.

Health and Welfare: Vision - Effective January 1, 1993, maximum claim is \$150 (\$100) every 2 years.

Safety Shoe Allowance (new): \$25 per year.

TRANSPORTATION EQUIPMENT

Bertrand Faure Ltd., previously Canadian ASE Ltd. at Toronto - Local 8694, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 18, 1992 to May 17, 1994, covering 350 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 18/93</u>
	General Increase	30¢
	Job Level 5 (includes Assembler)	\$11.50 (\$11.20)
	Job Level 13 (includes Tool & Die Maker)	\$21.84 (\$21.54)

Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$20,000).

Major Medical - \$7 cap per visit for services is eliminated. Annual maximum per type of practitioner is \$500. Orthotic devices for employee to an annual maximum \$200 (new).

Dental - Rider #2 is added on a 50%-50% co-insurance basis and an annual maximum of \$2,500 (new). Coverage is based on the 1991 (1990) ODA fee schedule. Effective May 18, 1993, the 1992 ODA fee schedule.

Continuation of Benefits - Effective May 18, 1993, eligible employee on layoff receives benefits for 2 months following the month of layoff (new).

Hayes-Dana Inc., Drive Chain and Chassis Products Division at Thorold - Local 676, Canadian Auto Workers (CLC) (office and plant employees): Two 36-month renewal agreements effective from June 1, 1992 to May 31, 1995, covering 885 employees settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/92</u>	<u>June 1/93</u>	<u>June 1/94</u>
	Increases	25¢	25¢	25¢
	<u>Non-Incentive Rates</u>			
	COLA Fold-in	\$2.11		
	Skilled Trades Adjustments	25¢	25¢	25¢
	Pay Equity Adjustments (Pay Group 1 Office Unit)	25¢	25¢	25¢
	<u>Non-Incentive Hourly Rates</u>			
	Labourer	\$19.13 (\$16.77)	\$19.38	\$19.63
	Tool Maker	\$22.26 (\$19.65)	\$22.76	\$23.26

\$2.16 COLA was generated during previous agreements. \$2.11 is folded in on June 1, 1992, leaving 5¢ to float.

COLA: 1¢ per 0.0755 point change in the CPI - 1986=100, using the average index for May, June and July 1992 as the base. Adjusted quarterly. 4¢ is diverted in each of 11 adjustments to offset benefit and pension costs for a total of 44¢. (Previously, 1¢ per 0.1 point change in the CPI - 1981=100. 3¢ was diverted from each of 11 adjustments for a total of 33¢.)

Health and Welfare: The following benefits are effective June 1, 1992, unless stated otherwise. Benefits shown are for Plant employees. Office employees received similar improvements unless indicated.

Life Insurance (Plant employees only) - Benefit is \$33,500 (annual salary plus \$10,000). Effective June 1, 1993 and 1994, \$35,000 and \$36,500 respectively.

Retirees Life Insurance - Effective June 1, 1993, benefit is \$3,500 (\$3,000). Effective June 1, 1994, \$4,000.

Weekly Indemnity - Benefit is \$450 (\$430). Effective June 1, 1993 and 1994, \$470 and \$490 respectively.

Major Medical - \$12 per visit to chiropractor, maximum \$200 (\$100) per year per family.

Vision - Employer pays \$7.50 dispensing fee for plant employees.

Dental - Maximum annual claim is \$1,100 (\$1,000). Effective June 1, 1993 and 1994, \$1,200 and \$1,300 respectively. Maximum lifetime orthodontic benefit is \$1,250 (\$1,225). Effective June 1, 1993 and 1994, \$1,275 and \$1,300 respectively. Coverage extended to include pit and fissure treatment for children (new).

Transition and Bridging Survivor Income Benefits - Maximum \$500 (\$475) per month. Effective June 1, 1993 and 1994, \$525 and \$550 respectively.

Continuation of Benefits (new) - Employee on approved leave of absence receives benefits up to 30 days.

Pension Plan: Basic Benefit - \$30 (\$29) per month per year of service. Effective June 1, 1993 and 1994, \$31 and \$32 respectively.

Early Retirement "30-and-Out" Special Allowance

For Retirements Effective	Monthly Benefit
June 1, 1992	\$1,700 (\$1,650)
June 1, 1993	\$1,750
June 1, 1994	\$1,800

Recipients of these benefits and subsequent "30-and-Out" retirees will have the above benefits increased by \$25 per year on each contract anniversary date to a maximum \$1,800.

Current Retirees (Office Unit)

Basic Benefit per Year of Service - Increased by \$10 to a maximum \$300.

Surviving Spouse Benefit per Year of Service - Increased by \$6.67 to a maximum \$200.

Relocation Allowance: In the event the plant is moved or a new plant acquired, employee electing to move to the new location, receives, depending on the distance, \$795-\$1,345 for single employee and \$1,765-\$2,770 for married employee. (Provision is new to the agreement, but previous policy existed.)

Tool Allowance: Skilled Trades Apprentice - \$1,000 (\$800).

Severance Pay: \$1,800-\$7,200 (\$1,500-\$6,000), depending on years of service, in addition to entitlements under the Employment Standards Act.

ELECTRICAL PRODUCTS

Brock Telecom Limited at Brockville - Local 526, Communications - Electrical Workers (CLC): A 24-month renewal agreement effective from May 12, 1992 to May 11, 1994, covering 360 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 12/92</u>	<u>May 12/93</u>
	General Increases	2.5%	2.5%
	Labour Grade 1 (includes Assembler)	\$13.82 (\$13.48)	\$14.17
	Labour Grade 5 (includes Maintenance Electrician)	\$18.71 (\$18.25)	\$19.18
Bereavement Leave:	Common-Law spouse, brother/sister are added for up to 3 days paid leave. Grandchild, brother/sister-in-law added for up to 2 days paid leave. Son/daughter-in-law added for up to 1 day paid leave.		
Health and Welfare:	<u>LTD</u> - Employer contributes 95¢ (50¢) per \$100 of monthly income. Employer pays the full cost of any premium increase (new). <u>Dental</u> - Coverage is based on the 1991 (1990) ODA fee schedule. Effective May 12, 1993 the 1992 ODA schedule. <u>Continuation of Benefits (new)</u> - Employer pays 100% of premium costs for a drug plan with \$25-\$50 deductible for retirees for up to 5 years or to age 65.		
Pension Plan:	<u>Basic Benefit</u> - \$28 (\$25.50) per month per year of service. Effective May 12, 1993, \$28.50.		
Meal Allowance:	\$6.25 (\$6) meal ticket. Effective May 12, 1993, \$6.50.		

Cooper Industries (Canada) Inc., Crouse-Hinds Division at Scarborough - Local 124, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 12, 1992 to March 11, 1994, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>May 25/92</u>	<u>Mar. 15/93</u>
	Increases	1% except Foundry	2.5%
	Additional Adjustment	Tool & Cutter Grinder to Specialist (new)	
	Machine Operator	\$12.22 (\$12.10)	\$12.53
	Electrician	\$19.99 (\$19.79)	\$20.49

NOTE: The following provisions are effective May 25, 1992, unless stated otherwise.

Lump Sum Settlement Payment: \$400 for Foundry employees and \$300 for other employees.

Health and Welfare: Life Insurance and AD & D - Benefit is \$24,000 (\$23,000). Effective April 1, 1993, \$25,000.

Weekly Indemnity - Benefit is \$315 (\$310) for non skilled trades employees and \$325 (\$310) for skilled trades. Effective April 1, 1993, \$320 and \$340 respectively.

Vision - Maximum claim is \$110 (\$100) per family member every 2 years. Effective April 1, 1993, \$120.

Dental - Coverage is based on the 1992 (1991) ODA fee schedule. Effective January 1, 1993, the 1993 ODA fee schedule.

Pension Plan: Employer Contribution - Effective June 1, 1992, 33¢ (30¢) per hour worked. Effective March 15, 1993, 36¢.

Safety Shoe Allowance: \$70 (\$60) per year. Effective March 12, 1993, \$80.

MISCELLANEOUS MANUFACTURING

Manchester Plastics Limited, G.S. Woolley Division at Scarborough - Local 303, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 30, 1992 to April 30, 1995 covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 30/92</u>	<u>Apr. 30/93</u>	<u>Apr. 30/94</u>
General Increases		3%	3%	3%
Operator		\$10.30 (\$10.00)	\$10.61	\$10.93
Toolmaker		\$19.61 (\$19.04)	\$20.20	\$20.80

COLA: 1¢ per 0.16 point increase in the average CPI - 1981=100, using the average index for October, November and December 1991 as the base. Adjusted quarterly. (Previously, 1¢ per 0.125.)

Health and Welfare: Life Insurance - Benefit is \$17,000 (\$15,000). Effective April 1, 1993 and 1994, \$18,000 and \$20,000 respectively.

Dental - 85%-15% (80%-20%) co-insurance. Effective April 1, 1993, 90%-10% co-insurance. Effective April 1, 1994, 100% reimbursement.

Pension Plan (new): Employer Contribution - Effective April 30, 1993, 5¢ per hour per employee. Effective April 30, 1994, 10¢.

Education Leave Fund: Employer Contribution - Effective April 30, 1995, a one-time additional \$3,000.

CONSTRUCTION

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 14, 1992 to April 30, 1995, covering 12,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 14/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
General Increases		83¢	\$1.25	\$1.55
	<u>Journeyman Plumber</u>			
	Local 508, Sault Ste Marie	\$30.80 (\$29.97)	\$32.05	\$33.60
	Local 46, Toronto	\$33.63 (\$32.80)	\$34.88	\$36.43

Package rates shown include wages, vacation and holiday pay, employer contributions to welfare, pension, SUB, promotion training funds, 1¢ per hour to substance abuse fund for Toronto, 3¢ per hour to ensure continuation of benefits coverage (new) and effective May 1, 1993, 4¢ to the OPTC Contingency Fund (new).

Instructor's Premium: Journeyman assigned to instruct crew entitled to an average premium of 10% across the province.

Zone Association Fund (Toronto): Employer contributes 22¢ (18¢) per hour per employee. Effective May 1, 1993 and 1994, 25¢ and 28¢ respectively.

Board Allowance: Effective May 14, 1992, allowances increased by \$2 per day for a total of \$41-\$66 (\$39-\$64). Effective May 1, 1993, and 1994 additional \$2 per day for a total of \$43-\$68 and \$45-\$70 respectively.

Parking Allowances: Effective May 14, 1992, Toronto and Ottawa rates are increased by \$2. Effective May 1, 1993 and 1994, an additional \$2 and \$2 respectively.

Mileage Allowance: Effective May 14, 1992, 36¢ (35¢) per kilometre. Effective May 1, 1993 and 1994, 38¢ and 39¢ respectively.

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective May 1, 1992 to April 30, 1995, covering 1,800 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	70¢	\$1.20	\$1.50
	<u>Journeyman</u> <u>Refrigeration</u> <u>Mechanic</u>			
	Zone 4 (North of Barrie)	\$33.14 (\$32.39)	\$34.44	\$35.94
	Zone 1 (includes Toronto)	\$34.79 (\$34.04)	\$36.09	\$37.59

Package rates shown include wages, vacation and holiday pay, employer contributions to welfare and pension, and 15¢ (10¢) to training funds. Effective May 1, 1993, training funds contribution increased to 25¢.

Bereavement Leave: 3 days' paid leave upon death of grandparent and grandparent-in-law (new).

Travel Allowance: Deleted. Added to the basic wages. (Previously, Journeymen received 75¢ per hour.)

Ontario Sheet Metal and Air Handling Group, province-wide - Ontario Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 7, 1992 to April 30, 1995, covering 8,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 7/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	45¢	\$1.25	\$1.93
	<u>Journeyman and</u> <u>Sheetmetal/Decker</u>			
	Local 504, Sault Ste. Marie	\$30.32 (\$29.87)	\$31.57	\$33.50
	Local 30, Toronto	\$31.995 (\$31.545)	\$33.245	\$35.175
	Local 539, Sarnia	\$32.61 (\$32.16)	\$33.86	\$35.79

Package rates shown includes wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB*, and 5¢-21¢ depending on local, to Industry Funds.

*Breakdown of welfare, pension and SUB funds are unavailable at this time.

Board Allowance: \$44.78-\$55.50 (\$43.28-\$54) per day depending on local.
Effective May 1, 1993 and 1994, \$46.28-\$57 and \$47.78-\$58.50 respectively.

Travel Allowance: 35¢ (34¢) per kilometre. Effective May 1, 1993 and 1994, 36¢ and 37¢ respectively.

Zone Allowance: \$3.67-\$50.90 (\$3.63-\$50.40) per day depending on local.
Effective May 1, 1993 and 1994, \$3.74-\$51.92 and \$3.82-\$51.94 respectively.

Ontario Terrezzo, Tile and Marble Guild Inc., province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	<u>Sept. 1/92</u>	<u>May 1/93</u>
General Increases		25¢	50¢
<u>Marble Mechanic</u>			
Local 10, Kingston		\$28.44 (\$28.19)	\$28.94
Local 6, Windsor		\$29.12 (\$28.87)	\$29.62
Local 31, Toronto		\$29.86 (\$29.61)	\$30.36
Effective		<u>May 1/94</u>	<u>Nov. 1/94</u>
General Increases		70¢	70¢
Local 10, Kingston		\$29.64	\$30.34
Local 6, Windsor		\$30.32	\$31.02
Local 31, Toronto		\$31.06	\$31.76

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, dental and SUB funds where they exist.

* Breakdown of welfare, pension and SUB funds are unavailable at this time.

Travel Allowance: Effective May 1, 1994, 40¢ (39¢) per kilometre.

Board Allowance: Effective May 1, 1994, \$64 (\$62.40) per day.

TRANSPORTATION

Canadian National Railway Company, system-wide - Electrical Workers (IBEW) (AFL-CIO/CFL) Council 11 (Signals)* : A 24-month renewal agreement effective from January 1, 1992, to December 31, 1993, covering 348 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Previously, CSCU, Signalmen which bargained with several other associated non-operating railway unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	S. & C. Assistant	\$15.916 (\$15.452)	\$16.393
	S. & C. Senior Technician	\$19.538 (\$18.969)	\$20.124

Shift Premium: Effective January 1, 1993, 0-45¢-50¢ (0-40¢-45¢).

Paid Maternity Leave: Supplements to UIC benefits will be increased on the same dates and to the same levels as weekly indemnity benefit.

Health and Welfare: Life Insurance and AD & D - Effective May 1 1992, benefit is \$23,000 (\$22,000). Effective January 1, 1993, \$24,000.

Weekly Indemnity - Maximum benefit is \$460 (\$426). Effective January 1, 1993, the greater of \$470 or UIC benefit. Effective May 1, 1992, 41 (30) weeks entitlement for alcohol or drug-related illness.

Major Medical - Maximum lifetime claim is \$35,000 (\$32,000).

Vision - Effective May 1, 1992, maximum claim is \$125 (\$100) every 2 years. Effective January 1, 1993, \$150.

Hearing - Effective January 1, 1993, maximum claim is \$300 (\$250).

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim for restorative services is \$1,125 (\$1,000) per person.

Pension Plan: Pension Indexing - Effective January 1, 1993, maximum \$1,625 (\$1,500) per month of CN pension benefits will be indexed for retiree at age 63 (65) and after 5 years of retirement (unchanged) for eligible surviving spouse.

Job Security: Separation Allowance - Lump sum payment, at employer's discretion, of up to 45 (40) weeks entitlement in special employment security cases where the normal retirement criteria has not been met.

Lump Sum Payments - At employer's discretion and employee's option, the following payments may be offered:

\$50,000 from 8-11 years of cumulative compensated service (CCS)
\$55,000 from 12-19 years
\$60,000 after 20 years
An additional \$15,000 for employee electing voluntarily termination within 90 days of offer being made.

Salary Protection - Basic rate will be maintained for employee whose weekly rate has been reduced by \$11 (\$2) resulting from a technical, operational or organizational change.

Relocation Allowances: Incidental Expenses - \$715 (\$600). Effective January 1, 1993, \$730.

Room and Board - \$180 (\$150) for employee and \$75 (\$60) for each dependent for meals and temporary living accommodation. Effective January 1, 1993, \$185 and \$80 respectively.

Loss on Sale of Home - \$11,000 (\$8,500). Effective January 1, 1993, \$11,500.

Commuting Allowance - \$180 (\$145) per month for up to 1 year. Effective January 1, 1993, \$185.

Wheeled Home Relocation Cost - \$5,500 (\$5,000). Effective January 1, 1993, \$5,750.

Citicom Inc., Citipark Division at Toronto - Local 204, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 235 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases	10¢, 15¢ or 50¢ depending on classification	25¢

Additional Adjustments	Major restructuring of wage grid	
Level B Attendant	\$6.90-\$7.45 (\$6.80)	\$7.15-\$7.70
Machine Operator	\$10.25-\$10.80 (\$9.75)	\$10.50-\$11.05

Maximum rates are reached after 3 years.

Seniority Bonus: Deleted due to introduction of new wage structure. (Previously, 35¢ per hour after 5 years of service.)

Acting Pay: Employee temporarily transferred to higher classification for 1 (4) or more hours, receives the rate of the higher classification for the full day.

Cashier/Jockey (A) will maintain current wage rate if permanently transferred to a position formerly held by Jockey/Attendant (B).

Bereavement Leave: 3 (1) days' paid leave upon death of brother, sister, grandparent, or grandchild (new). 1 day for son/daughter-in-law (new).

Paid Vacation: 3 weeks after 4 (5) years of service and 5 after 20 (new).

Health and Welfare: Eligibility for benefit coverage is after 6 months (1 year) of service.

Sick Leave - Eligibility is 1 (5) year's of service. Maximum accumulation is 30 days. (Previously, non-cumulative.)

Continuation of Benefits - Employer continues to share premium costs for the month in which absence commences for employee in receipt of WCB benefit (unchanged) and for the following 11 (3) months.

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees.): A 36-month renewal agreement effective from June 1, 1992 to May 31, 1995, covering 11,300 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/92</u>	<u>June 1/93</u>
	Increases*	2%	2%
	Additional Adjustments**	Restructuring of wage schedule	

Weekly Rates

Wage Band 6 (includes Drawing Clerk)	\$323.45-\$600.80 (\$317.10-\$581.20)	\$329.92-\$612.82
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<u>Toronto only</u>	\$333.45-\$600.80 (\$326.90-\$581.20)	\$340.12-\$612.82
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Wage Band 9 (includes Service Rep., Business)	\$386.60-\$759.15 (\$379.00-\$733.50)	\$394.33-\$774.33
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Effective	<u>June 1/94</u>
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General Increase	1%
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Wage Band 6	\$333.22-\$618.95
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<u>Toronto only</u>	\$343.52-\$618.50
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Wage Band 9	\$398.27-\$782.07
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* Effective February 1994 increase to equal the percentage increase in the CPI - 1986=100 from November 1992 to November 1993, triggered at 3%. Effective February 1995, increase to equal the percentage increase in the CPI from November 1993 to November 1994, triggered at 2%.

** Additional Adjustments - Top rates shown include \$4.80 per week to step 9 of Wage Band 6 (Clerk 5 maximum); \$8 to Wage Bands 6, 7 and 8 and \$11 to Wage Band 9. Previous Wage Bands 4 and 5 have been merged with Wage Band 6.

Maximum rates are reached after 4 (3 1/2) years for Clerk 4 (in Wage Band 6), after 5 years for current Wage Band 6 employee and after 5 1/2 years for Wage Band 9.

Team Award Pay (new):	A target Team Award for company performance years 1993 and 1994 will be 1% of the basic rate at the top step of each wage band for each employee, if target is attained. Effective February, 1995, 3.5%.
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Overtime:	Employee may bank a maximum 75 (37.5) lieu-time hours.
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Responsibility Premium:	\$3.50 (\$3) when assigned to supervise from 1 to 4 hours per day and \$7 (\$6) thereafter for a minimum assignment of 4 (1) weeks.
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Bereavement Leave:	3 (1) days' paid leave upon death of grandparent or grandchild.
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Health and Welfare:	<u>Major Medical</u> - Minimum claim is \$50 (\$25) per year. Annual deductibles are \$15 (\$10) for single coverage and \$15 (\$20) for family coverage.
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Vision - Maximum claim is \$150 (\$75) every 2 years.

Dental - Effective January 1, 1993, coverage will be based on the 1990 (1988) ODA fee schedule. Effective January 1, 1995, the 1991 ODA fee schedule.

Education Assistance: \$1,500 (\$1,000) per year reimbursement of tuition fees for eligible employees.

WHOLESALE TRADE

Drug Trading Company Limited and Druggists' Corporation Limited at Scarborough - Local 11, Energy and Chemical Workers (CLC) (office, plant and warehouse employees): Two 24-month renewal agreements effective from April 15, 1992 to April 14, 1994 covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 15/92</u>	<u>May 31/92</u>	<u>Apr. 15/93</u>
General Increases		3%	1%	3%

Warehouse

Finisher "B"	\$12.78 (\$12.41)	\$12.91	\$13.29
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Mechanical Technician	\$15.89-\$16.05 (\$15.43-\$15.58)	\$16.05-\$16.20	\$16.53-\$16.68
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Previous rate for Finisher "B" reflects pay equity adjustments during the previous agreement.

Maximum rate for Mechanical Technician is reached after one year.

Shift Premium: Effective May 31, 1992, 0-47¢-47¢ (0-45¢-45¢). Effective April 15, 1993, 0-50¢-50¢.

Paid Vacation: 6 weeks after 30 years of service (new).

Health and Welfare: LTD - Effective May 31, 1992, benefit is \$750 (\$500) less WCB or other offsets.

Vision - Effective May 31, 1992, maximum claim is \$130 (\$120) every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective April 15, 1993, the 1992 ODA fee schedule.

Pension Plan: Basic Benefit - Effective February 1, 1993, \$19 (\$17) per month per year of service.

Early Retirement - Effective May 31, 1992, employee aged 60 whose age plus service equals 85 may retire with no actuarial reduction. (Previously, actuarial reduction of 30%.)

Meal Allowance: Effective May 31, 1992, \$6 (\$5.75).

Safety Shoe Allowance: \$65 (\$60) per year. Effective April 15, 1993, \$70.

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Visa Centre at Toronto - Local 2104B, United Steelworkers (AFL-CIO/CLC) (full-time and part-time employees):
A 9 1/2-month renewal agreement effective from May 12, 1992* to February 28, 1993, with wages retroactive to March 1, 1992, covering 400 employees, settled at the bargaining stage.
Duration of negotiations - 3 months.

* Previous agreement expired February 28, 1992.

Wages:	Effective	<u>Mar. 1/92</u>
	Increases	3% to range maximums**
	Additional Adjustments	Minor classification changes
	Clerk 2 (includes File Clerk)	\$9.49-\$11.51 (\$9.49-\$11.17)
	Clerk 8 (includes Senior Collection Officer)	\$15.71-\$20.25 (\$15.71-\$19.66)

** Employees with either satisfactory or exceeds satisfactory annual performance review rating receive 3.25% or range maximum, whichever is less.

Maximum rates are reached on merit.

Shift Premium: 0-65¢-65¢ (0-59¢-59¢).

Safety Shoe Allowance: Maximum \$68 (\$64) plus sales tax per year.

Travel Allowance: 28¢ (26¢) per kilometre.

EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 1,600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Sept. 1/93</u>
	General Increases	1%	2%
	Pay Equity Adjustments	*	
	Teacher-Category A 0-10 years**	\$27,353-\$50,325	\$27,901-\$51,332
	Teacher-Category A1 0-9 years	\$30,727-\$50,325 (\$30,423-\$49,827)	\$31,342-\$51,332
	Teacher-Category A4 0-12 years	\$37,377-\$63,883 (\$37,007-\$63,250)	\$38,125-\$65,161
	Vice Principal 0-2 years	\$65,573-\$69,803 (\$64,924-\$69,112)	\$66,884-\$71,199
	Coordinators 0-3 years	\$70,617-\$76,469 (\$69,918-\$75,712)	\$72,029-\$77,998

* Teacher Categories B, C and D replaced with Category A.

** An additional step for teachers with 10 or more years of experience and specific qualifications.

COLA: Effective January 1, 1993, increase to equal the percentage increase in the Ontario CPI - 1986=100 from November 1991 to November 1992, rounded to the nearest tenth. Triggered at 3%. Adjusted and rolled into wages annually. Increase, if any, is non-compounded with the previous general increase.

Allowances: Consultant - Increased in accordance with the general salary increases.

Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers Association (Ind.) (secondary teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 307 employees, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	3.5%	2%
	Level A 0-10 years	\$26,141-\$42,167 (\$25,257-\$40,741)	\$26,664-\$43,010
	Level A1 0-10 years	\$31,283-\$48,910 (\$30,225-\$47,256)	\$31,909-\$49,888

Level A4	\$35,823-\$62,062	\$36,540-\$63,303
0-12 years	(\$34,612-\$59,963)	

Principal	\$76,500-\$82,722	\$78,030-\$84,376
0-2 years	(\$73,913-\$79,925)	

Teacher Categories B, C & D replaced with Category A as a result of pay equity adjustments during the term of the previous agreement.

COLA: Effective September 1, 1992, increase to equal the percentage increase in the Toronto CPI from July 1, 1991 to July 1992. Capped at 5%.

Continuing Education: \$31.71 (\$30.64) per hour.

Allowances: Principal's Expense - \$600 (\$550).

Sick Leave: Effective September 1, 1992, 20 days per year (unchanged) with a maximum accumulation of 270 (260) days.

Health and Welfare: Vision - Effective June 1, 1992, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective June 1, 1992, 70%-30% (60%-40%) co-insurance for major restorative services.

London City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 1,059 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	1%
	Teacher Category 1	\$28,370-\$48,043
	0-10 years	(\$28,089-\$47,567)
	Teacher Category 4	\$34,713-\$63,651
	0-10 years	(\$34,369-\$63,021)
	Vice-Principal and Programme Supervisor	\$71,885-\$75,844
	0-2 years	(\$71,173-\$75,093)
	Principal	\$79,076-\$85,016
	0-3 years	(\$78,293-\$84,174)

Allowances: Extra Degree & Responsibility - Increased in accordance with general salary increases. Also applies to summer, night and daily instructional rate for teaching credit courses.

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 490 employees, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	3%	1%
	Pay Equity Adjustments	*	
	Teacher Category A* 0-13 years	\$25,185-\$49,254	\$25,437-\$49,747
	Teacher Category A1 0-11 years	\$25,921-\$49,254 (\$25,166-\$47,819)	\$26,180-\$49,747
	Teacher Category A4 0-12 years	\$33,703-\$60,915 (\$32,721-\$59,141)	\$34,040-\$61,524
	Effective	<u>Jan. 1/93</u>	
	General Increase	2%	
	Teacher Category A	\$25,941-\$50,732	
	Teacher Category A1	\$26,699-\$50,732	
	Teacher Category A4	\$34,714-\$62,742	
	* Teacher Categories B, C and D replaced with Category A. Step 13 requires additional academic qualifications.		

Allowances: Responsibility - Increased in accordance with general salary increases.

Paid Maternity Leave: Effective July 1, 1992, wages equivalent to UIC benefit for the 2-week waiting period. (Previously, 80% of UIC benefit.)

Health and Welfare: Dental - Effective September 1, 1992, employer pays 80% (70%) of premium costs for teachers working 60% or more of full-time and 40% (35%) for teachers working less than 60%. Major restorative and orthodontic services are added on a 50%-50% co-insurance basis. Coverage is based on the 1991 (1989) ODA fee schedule. Effective January 1, 1993, employer pays 90% of premium costs for teacher working 60% or more of full-time and 45% for teachers working less than 60%.

York Region Roman Catholic Separate School Board at Richmond Hill - Local 2331, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and educational assistants): A 19-month renewal agreement effective from July 1, 1992 to January 31, 1994, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/92</u>	<u>Jan. 1/93</u>
	Pay Equity Adjustments	60¢-70¢	19¢-\$1.32
	Clerical Level I (Junior Clerk-Typist)	\$13.68-\$14.86 (\$13.08-\$14.26)	\$14.02-\$15.20
	Educational Assistant Level 8	\$15.60-\$17.09 (\$14.92-\$16.41)	\$15.83-\$17.32
	Secretarial Level 12 (includes Head School Secretary)	\$17.36-\$19.58 (\$16.76-\$18.98)	\$18.27-\$20.49
Maximum rates for Junior Clerk-Typist and Educational Assistant Level 8 are reached after 3 annual increases and for Head School Secretary after 4 annual increases.			

HEALTH AND WELFARE SERVICES

Salvation Army Grace Hospital at Windsor - Electrical Workers (IBEW) (AFL-CIO/CFL)* (full-time and part-time employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 285 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previously, Service Employees International (AFL-CIO/CLC).

Wages:	Effective	<u>Apr. 1/92</u>	<u>July 1/92</u>
	General Increase	1%	
	Pay Equity Adjustments		10¢ for some classifications
	Maid	\$13.27-\$13.74 (\$13.14-\$13.60)	\$13.37-\$13.84
	RNA	\$15.41-\$16.06 (\$15.26-\$15.90)	\$15.51-\$16.16
	Maintenance Person	\$15.93-\$16.53 (\$15.77-\$16.37)	\$15.93-\$16.53

Effective	<u>Jan. 1/93</u>	<u>Apr. 1/93</u>
General Increase		2%
Pay Equity Adjustments	15¢ for some classifications	
Maid	\$13.52-\$13.99	\$13.79-\$14.27
RNA	\$15.66-\$16.31	\$15.97-\$16.64
Maintenance Person	\$15.93-\$16.53	\$16.25-\$16.86

Maximum rates are reached after two 6-month increases.

Previous rates for Maid and RNA reflect pay equity adjustments during the previous agreement.

Bereavement Leave:	Effective May 13, 1992, 3 days' paid leave upon death of great grandparent and 1 day for son/daughter-in-law (new).
Sick Leave:	Benefit is 66 2/3% to 100% of earnings for the first 2 weeks of illness depending on years of service; UIC benefit from the 3rd to the 17th week and 66 2/3% to 100% for the 18th to 30th week. (Previously, maximum 18 days per full year of employment.)
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Effective June 1, 1992, employer pays 50% of the premium costs for part-time employees (new). <u>Drugs</u> - Effective June 1, 1992, annual deductibles are \$15 for single coverage and \$25 for family coverage. (Previously, \$1 co-pay per prescription per employee.) <u>Vision</u> - Effective June 1, 1992, maximum claim is \$90 (\$60) every 2 years.
Negotiation Committee Leave:	Employee receives regular wages for the first 5 days of negotiations up to and including conciliation. Time spent in negotiations thereafter shall be shared on a 50%-50% basis. (Previously, employee received regular wages for all time spent in negotiations.)

John Noble Home at Brantford - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from June 1, 1991 to May 31, 1993, covering 290 employees, settled by arbitration. Duration of negotiations - 12 months.

	Effective	<u>June 1/91</u>	<u>June 1/92</u>
Wages:			
General Increases		7%	1%

Health Care Aide	\$13.45-\$13.76 (\$12.57-\$12.86)	\$13.58-\$13.90
Cook	\$13.80-\$14.13 (\$12.90-\$13.21)	\$13.94-\$14.27
RNA	\$15.29-\$15.63 (\$14.29-\$14.61)	\$15.44-\$15.79

Maximum rates are reached after 2 years.

Shift Premium (new): Rotating Shift Employees - 0-45¢-45¢.

Paid Vacation: Effective June 1, 1992, 4 weeks after 5 (8) years of service.

Health and Welfare: Vision - Maximum claim is \$90 (\$60) every 2 years.

Paid Maternity Leave: Employer pays the difference between 75% of weekly wage and UIC benefit for a maximum of 15 weeks (new).

Paid Parental Leave: Employer pays the difference between 75% of weekly wage and UIC benefit for a maximum of 10 weeks (new).

Uniform Allowance: \$90 (\$75 or supplied) per year for full-time employees.

London City Corporation, Dr. John Dearnness Home for Elder Citizens - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 253 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>July 1/92</u>
General Increases		8%	3%	3%
Dietary Aide	\$12.64-\$13.23 (\$11.70-\$12.25)	\$13.02-\$13.63	\$13.41-\$14.04	
RNA	\$15.44-\$16.25 (\$14.30-\$15.05)	\$15.91-\$16.74	\$16.38-\$17.24	
Electrician	\$15.79-\$16.55 (\$14.62-\$15.32)	\$16.26-\$17.04	\$16.75-\$17.55	

Maximum rates are reached after two 6-month increases.

Previous rates for Dietary Aide and RNA include pay equity adjustments.

Paid Vacation: 4 weeks after 7 (9) years of service and 5 after 16 (17). 6 weeks after 25 years for part-time employees (new).

Bereavement Leave: 3 days' paid leave upon death of brother/sister-in-law (new).

Paid Parental Leave (full-time) (new): Maximum 10 weeks at the difference between 75% of regular weekly earnings and UIC benefit.

Health and Welfare: Dental (full-time) - Effective June 1, 1992, coverage continues to be based on the current year's ODA fee schedule. Coverage is extended to include orthodontic services with 50%-50% co-insurance.

Uniform Allowance: \$12 (\$9.50) per month for full-time employees and 35¢ (29¢) per hour for part-time employees.

Windsor Community Living Support Services - Local 2345, Canadian Union of Public Employees (CLC) (full-time and part-time counsellors, clerical and maintenance employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 251 employees settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Apr. 1/93*

General Increase 1%

Maintenance \$18,060-\$19,587
Asst. Driver (\$17,881-\$19,393)
0-3 years

Counsellor 2 \$26,949-\$29,238**
0-3 years (\$26,682-\$28,949)

Previous rates for Counsellor 2 reflect pay equity adjustments of \$264, effective January 1, 1992.

* Additional increase equivalent to percentage increase in transfer payments from the province above 1%.

** Pay equity adjustments effective January 1, 1993 will be based on 1% of total 1992 payroll dollars.

Paid Personal Leave (new): 1 day for full-time employees and one half day for part-time employees. Effective April 1, 1993, additional one half day for full-time and part-time employees.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 791, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 271 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	1.5%	2%

Annual Rates

File Clerk	\$22,509 (\$22,176)	\$22,959
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Plumbing Inspector	\$45,017 (\$44,352)	\$45,917
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Maximum rate for File Clerk is reached after three 3-month increases and for Plumbing Inspector, after 3 annual increases.

Paid Vacation: 5 weeks after 16 (17) years of services.

Paid Holidays (Day Shift): One-half day's pay on Christmas Eve and New Year's Eve when falling between Monday and Friday (new).

Health and Welfare: LTD - Effective June 1, 1992, 6 (12) month waiting period.

Vision - Effective June 1, 1992, maximum claim is \$180 (\$160) every 2 years. Effective January 1, 1993, \$200.

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12-month renewal agreement effective from January 1, 1992 to December 31, 1992, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Dec. 31/92</u>
	General Increases	1%	1%

Labourer	\$14.32 (\$14.18)	\$14.46
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Licensed Mechanic	\$17.81 (\$17.63)	\$17.99
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Annual Rates

Switchboard Operator	\$22,578-\$26,493 (\$22,354-\$26,231)	\$22,804-\$26,758
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Contract	\$34,954-\$41,054	\$35,304-\$41,465
Inspector I	(\$34,608-\$40,648)	

Maximum rates for Switchboard Operator and Contract Inspector I are reached after two 9-month increases.

Ottawa-Carleton Regional Municipality - Local 503, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary, inside and outside employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 3,015 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/92	Jan. 1/93
	General Increases	1.25%	2%*
	Additional Adjustments	Major restructuring of wage schedule	
	General Labourer	\$14.08-\$15.07 (\$13.91-\$14.884)	\$14.36-\$15.371
	Construction Safety Inspector	\$20.43-\$25.40 (\$20.18-\$21.593)	\$20.84-\$25.91

* Conditional wage reopener. Triggered if the average Ottawa CPI for 1993 exceeds 3% and capped by the amount by which the average CPI exceeds 3%.

Paid Maternity/Parental Leave: Full-time and Part-time - Effective January 1, 1993, maximum 25 (15) weeks at the difference between 93% (unchanged) of regular salary and the UIC benefit.

Overtime Pay: Employee may accumulate time off in lieu to a maximum of 61 (55) hours worked at time and one-half.

Shift Premium (Home for the Aged): Rotating Shifts - Effective May 5, 1992, 80¢ (60¢) per hour.

Special Leave: Maximum of 4 (3) days paid leave.

Health and Welfare: Life Insurance - Effective January 1, 1993, benefit is \$65,000 (\$55,000).

LTD - Taxable benefit is 75% of salary to a maximum of \$2,400 per month. (Previously, a non-taxable benefit of 66 2/3% of salary to a maximum of \$2,000 per month.)

Dental - Effective June 5, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.

Job Security (new): Organizational/Technological Changes - No new employees hired into unit until redundant or surplus employees have been considered.

Tool Allowance: Effective January 1, 1993. \$125 (\$100) per year.

Health and Safety Leave: Effective in 1992 and 1993, 12 days paid leave per year for Health and Safety Liaison activities (new).

Windsor City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 274 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	2.7%	2.7%
	Fire Fighter 3rd Class	\$41,012.92 (\$39,934.44)	\$42,120.26
	Fire Fighter 1st Class	\$51,266.02 (\$49,918.18)	\$52,650.26
	Assistant Deputy Chief	\$71,750.64-\$73,969.74 (\$69,864.08-\$72,024.94)	\$73,688.16-\$75,967.06

Effective Dec. 1/93

Increases 0.2%*

Fire Fighter 3rd Class \$42,206.06

Fire Fighter 1st Class \$52,757.64

Assistant Deputy Chief \$73,838.18-\$76,121.76

* 1st Class Fire Fighter rate increase to achieve parity with 1st Class Police Constable. Rates tied to 1st Class Fire Fighter adjusted accordingly.

Health and Welfare: Vision - Effective January 1, 1993, maximum claim is \$150 (\$100) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Paid Maternity/ Adoption Leave: Maximum 15 weeks at the difference between 75% of bi-weekly wages and the total of UIC benefits and other earnings to a maximum of \$150 bi-weekly and commencing after the 2-week waiting period (new).

Mileage Allowance: Effective January 1, 1993, 37¢ (35¢) per kilometre.

Addenda

March 1992 Settlements

FOOD AND BEVERAGE

Thomas J. Lipton Inc. (Unox), Shopsy's Foods Division at Weston - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (production and maintenance employees and truck drivers): A 24-month renewal agreement* effective from January 15, 1992 to January 14, 1994, covering 250 employees, settled at the conciliation officer stage and ratified in March 1992. Duration of negotiations - 2 1/2 months.

* Previously, two agreements.

Wages:	Effective	<u>Jan. 15/92</u>	<u>July 15/92</u>
	General Increases	30¢	30¢
	Light General Labour	\$15.29 (\$14.99)	\$15.59
	Electrician	\$18.10 (\$17.80)	\$18.40
	Effective	<u>Jan. 15/93</u>	<u>July 15/93</u>
	General Increases	30¢	30¢
	Light General Labour	\$15.89	\$16.19
	Electrician	\$18.70	\$19.00

Previous rate for Light General Labourer reflects pay equity adjustments during the term of the previous agreement.

Start Rate (production employees) - \$10 per hour for first 6 months (previously, 80% of job rate); 85% of job rate for second 6 months; 90% for third 6 months; 95% for fourth 6 months; 100% after 24 months (unchanged).

COLA: Deleted. (Previously, 1¢ per 0.2 point increase in the CPI - 1981=100, using the December 1990 index as the base. Triggered at 5%. Formula did not trigger.)

Acting Pay:	Employee required to perform in a higher classification for 1 (2) or more hours per day receives appropriate higher rate for the time worked.
Paid Negotiating Leave:	Maximum 6 (5) employees paid at regular rate for negotiations meetings.
Health and Welfare:	<u>Vision</u> - Effective January 15, 1993, maximum claim is \$110 (\$100) per person every 2 years.
Pension Plan (Full-time):	<u>Employer Contribution</u> - Effective April 1, 1992, 35¢ (30¢) per hour worked.
Meal Allowance:	\$6 (\$5) for employees working 1 1/4 hours beyond regular shift.
Safety Shoe Allowance:	Effective January 15, 1993, maximum \$75 (\$65).
Tool Allowance:	Effective January 15, 1993, \$200 (\$150) per year for mechanics.
Union Education Fund (new):	<u>Employer Contribution</u> - Effective January 15, 1993, 1¢ per hour worked to the United Food and Commercial Workers' Union Local 175 Training and Education Fund.

ELECTRICAL POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 19,000 employees, settled at the post mediation bargaining stage and ratified in March 1992. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 2/92</u>	<u>Apr. 1/93</u>
	General Increases	1%	2%
	Additional Adjustments	Major Restructuring of wage schedule	Restructuring of wage schedule
	Labourer 0-1 year (0-6 months)*	\$13.24-\$16.99 (\$15.14-\$16.82)	\$13.50-\$17.33
	Regional Maintainer-Lines 0-8 Steps (Previously, Power Line Maintainer 0-6 steps)**	\$14.00-\$23.56 (\$13.86-\$23.10)	\$14.28-\$24.51

Weekly Rates

35 to 40 hours

Grade 51 (includes Office Junior)	\$466.74-\$496.53 (\$462.11-\$491.61)	\$476.07-\$506.46
Grade 66 (Includes Senior Design Technologist)	\$1,129.58-\$1,201.68 (\$1,118.40-\$1,189.78)	\$1,152.17-\$1,225.71

* Except for Thermal Stations, an additional step has been added to start of wage progression.

** Steps 7 and 8 have been added and will require additional training and/or higher qualifications.

Maximum rates for Office Junior and Senior Design Technologist are reached after 2 annual increases.

Temporary and regular part-time classifications have been established. Employees are entitled to all applicable full-time payments, benefits and allowances on a pro-rated basis.

COLA: 1% per full 1% increase in the Ontario CPI - 1981=100, using the February 1993 index as the base. Triggered at 2% (6.7%). Adjusted monthly and folded into wages in March 1994.

Hours of Work: Effective April 1, 1994, 39.5 (39) hours per week.

Alternate Work Arrangement - Effective April 1, 1994, 1 (1/2) hour per week may be banked for 40-hour week employee not participating in an alternate work arrangement.

Shift Premiums: Effective April 2, 1993, 0-60¢-80¢ (0-50¢-70¢).

10-hour shift (new) - 55¢ per hour worked between 2 p.m. and 2 a.m., 64¢ for maintenance trades.

12-hour shift (new) - 93¢ per hour worked during the first shift.

Regular or temporary part-time employee is ineligible for premiums between 9 a.m. and 6 p.m.

Nuclear Generating Stations - Applicable premium rate will be paid when insufficient notice is given to shift employee assigned to temporary work headquarters or for early return to regular headquarters.

Paid Rest Period: Maintenance Trades and Thermal Generating Stations - 4 hour rest period for day worker required to work between 4 and 6 hours overtime between 11 p.m. and 7 a.m. and an 8 hour rest period after 6 hours. Straight time hourly rate will be paid for portion of rest period extending into regularly scheduled hours and double time for time worked (new).

- Overtime Pay: Nuclear Generating Stations - Time and one-half Instructor's allowance for Instructor qualifying for a basic allowance for work performed beyond 8 hours in a 12-hour shift.
- Maintenance Trades - Double time for rehabilitation work beyond 1 hour not previously assigned to that shift.
- Weekly-Salaried - Applicable premiums will be paid after 8 (7) hours of work and will be adjusted accordingly for 12-hour shifts.
- Service Duty Pay: Effective April 1, 1993, one half-hour's pay at basic hourly rate. 1 hour's pay on Saturday, Sunday and paid holiday. (Previously, 75¢ and \$1 respectively.)
- Monitoring Pay (new): 5% above Journeyperson's base rate in their own trade for monitoring contractor's work. Does not apply to Regional Maintainer classification.
- Acting Pay: All Trades - \$30 per day for first 30 days as Temporary Instructor and the greater of step 3 of grade 65 or 6% thereafter. (Previously, \$30 for an undefined period of time.) A 6% differential above employee's base rate will be maintained for acting assignments from 5 to 18 months (new).
- Nuclear Generating Stations - The greater of 5% above employee's base rate or the Entry Co-ordinator's rate for non-supervisory employee acting in this position (new).
- Electrical Operators - 5% above base rate for Reserve Operator or Operator-In-Training relieving in a non-supervisory position or Step 1 rate when relieving in a supervisory position. Step 1 rate of acting position for Reserve Operator with 5 years of electrical operating service or Step 2 rate after 10 years of service. (Previously, Reserve and Operator-In-Training received minimum rate of acting position.)
- Maintenance Trades - \$24.94 (\$15) per day Boat Operator rate for employee required to operate a 7.92 m (26 ft.) boat.
- Isolation Pay: Weekly-Salaried - \$25 (\$2.75) per overnight stay for eligible employee in northwestern region served by local diesel generation.
- Upgrading Bonus: Nuclear Generating Stations - \$2,000 (\$1,900) for operator upon successful completion of AECB general requirement. An additional \$5,000 (\$1,900) upon successful completion of first operator training when authorized to act as unit (control) room operator, plus a further \$5,000 (\$1,900) for operator moving to a different station and required to successfully complete a reauthorization program.
- Paid Vacation: Effective April 1, 1993, 5 weeks after 16 (17) years of service.

Health and
Welfare:

The following are maximums per person per calendar year unless stated otherwise.

Major Medical - Maximum \$300 (\$250) for chiropractor, \$250 (\$200) for speech therapist, \$100 (\$84) for masseur/masseuse. Coverage is extended to include Aero chamber or compressor and lympho press pump sleeve. Temporal mandibular joint consultation/examination and appliances are included under class 'B' services with 75%-25% co-insurance (new). \$200 for naturopath with 50%-50% co-insurance (new).

Drug Plan - Annual deductibles of \$10/\$20 (\$20/\$40) for single and family coverage respectively.

Dental - Effective January 1, 1993, coverage is based on the previous (current) year's ODA fee schedule.

Pension Plan:

Indexation - Effective January 1, 1993 and 1994, an additional 25% of the increase in the Ontario CPI - 1981=100, comparing June to June in each year, will be added to the existing 75% indexation for 100%.

Moving
Allowances:

Incidental Expenses - \$4,500 (\$4,000).

Lease Termination - Equivalent of 2 months rent. (Previously, \$1,500.)

Legal and Real Estate Fees - Legal and associated fees will be reimbursed to a maximum of \$3,500 (\$3,000) and maximum \$11,500 (\$10,000) for real estate fees. Employee may combine above benefits to a maximum benefit of \$15,000 (new).

Board and Travel
Allowance:

Board Allowance - \$45 (\$40) per day.

Construction Field Forces (Job\Field Clerks) - From residence to designated work headquarters:

\$13 (\$9)	per day worked from 16 to 39 road kms.
\$15 (\$11)	" " " " 40 to 55
\$20 (\$13)	" " " " 56 to 79
\$26	" " " " 80 to 104
\$31	" " " " beyond 104
(Previously, maximum \$22 beyond 80 kms.)	

Meal Allowance:

\$10 (\$9) or a meal. Meals will be provided if insufficient notice of overtime is given. Allowance does not apply when a camp meal is supplied.

Tool Allowance:

Effective April 2, 1992, stolen tools or those rendered unusable due to work related fire will be replaced by the employer. Reimbursement of up to 8% of the value of approved tool list for replacement. (Previously, maximum \$100 per year.)

Clothing/Special Equipment Allowance: Thermal Generating Stations - Up to \$60 every 2 years for outdoor work. (Previously, \$40 every 2 years if 50% of work time was scheduled in a thermal generating station coal plant between September 1 and April 30.)

Nuclear Generating Stations - \$6.25 (\$6) per day for employee required to work in fully enveloping specially designed suit or when using self-contained breathing apparatus under normal working conditions. Effective April 1, 1993, \$7.50.

Safety Shoe Allowance: 2 pairs of Electric Shock Resistant (ESR) boots per year at maximum \$200 for the first pair and \$150 for the second pair for employee climbing steel or using spurs, with 25% deductible to a maximum of \$25 per pair. (Previously, 75% to a maximum of \$125 per pair of ESR boots.) Maximum \$150 (\$125) for each pair of ESR boots which are not specifically required.

Emergency Response Allowance: Nuclear Generating Stations - \$950 per year plus one 8-hour day off in the following 12 months. Effective April 1, 1993, \$1,050. (Previously, \$1 per hour above regular rate during an actual emergency or during practice drills.)

Wage Relativity Fund (new): The employer will contribute \$8 million during the term of this agreement to facilitate an internal wage relativity study and job rating plan.

Addenda

April 1992 Settlements

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Boilermakers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 400 employees, settled at the bargaining stage and ratified in April 1992. Duration of negotiations - 2 months.

Package:	Effective	May 1/92	May 1/93	May 1/94	Nov. 1/94
General Increases		44¢	70¢	\$1	75¢
Journey person		\$32.60	\$33.30	\$34.30	\$35.05
Boilermaker		(\$32.16)			

Package rates* shown includes wages, holiday and vacation pay and employers contributions to welfare, pension, apprenticeship, training, drug and alcohol funds and 5¢ to the national training fund and 10¢ to the promotion fund.

* Includes employee contribution of 1¢ per hour worked to the drug and alcohol fund.

Welfare Fund:	Effective May 1, 1993, \$1.27 (\$1.17) per hour paid.
Pension Fund:	\$3.80 (\$3.50) per hour paid. Effective May 1, 1993 and 1994, \$4.05 and \$4.55 respectively.
Training Fund:	31¢ (21¢) per hour paid.
Apprenticeship Fund:	4¢ (2¢) per hour paid.
Drug & Alcohol Fund (new):	Employer and employee each contribute 1¢ per hour worked.
Travel Allowance:	<u>Generation Projects</u> - \$11.75-\$21.75 (\$10.50-\$20.50) per day for employees living within a 20-97 km. radius of work site and \$24 (\$21.75) per day beyond 97 km. radius. Effective May 1, 1993, \$12.65-\$22.65 and \$24.90 respectively. Effective May 1, 1994, \$13.55-\$23.55 and \$25.80 respectively. <u>Pickering and Darlington Projects</u> - Same as for Generation Projects, except \$26.75 (\$25.50) per day beyond 97 km radius. Effective May 1, 1993 and 1994, \$27.65 and \$28.55 respectively.
Room and Board Allowance:	<u>Generation Projects</u> - Effective May 1, 1992, \$50 (\$47) per day for employee maintaining temporary accommodation at or near project which is more than 97 km radius from permanent residence. Effective May 1, 1993 and 1994, \$52 and \$53 respectively. <u>Pickering and Darlington</u> - Effective May 1, 1992, \$30 (\$25.50) per day for employee maintaining temporary accommodation, as above. Effective May 1, 1993 and 1994, \$31 and \$32 respectively.
Clothing Allowance:	Effective May 1, 1992, \$6.25 (\$6) per day for employee working in a radiation area. Effective May 1, 1993, \$7.50.

FOOD AND BEVERAGE

Fortinos Supermarket Limited at Hamilton - Local 175, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1992 to January 31, 1994, covering 1,500 employees, settled with mediation assistance and ratified in April 1992. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/92	Feb. 1/93
General Increases		4%	4%
Service Clerk		\$7.80-\$12.08 (\$7.50-\$10.00)	\$8.11-\$13.41

Warehouse*

Driver Class "A"	\$14.29-\$16.70 (\$13.50-\$15.82)	\$14.85-\$17.36
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* Additional Adjustment - 25¢ warehouse premium is incorporated into rates.

Pay Equity Adjustments - Effective February 1, 1992 and 1993, maximum rates for Service Clerk reflect pay equity adjustments of \$1.68 and 81¢ respectively. Effective January 1, 1992, 73¢ to \$1.68 for certain other classifications. Effective January 1, 1993, 35¢ to 81¢.

Maximum rates are reached after 24 months.

Shift Premium: Night shift premium of \$1 per hour is incorporated into regular night shift employee's rate. Employee temporarily working night shift continues to receive the premium.

Vacation Pay (Part-time): 5% of total earnings after 5 years of service. (Previously, in accordance with the Employment Standards Act.)

Paid Vacation (Full-time): 4 weeks at 8% after 10 (15) years of service and 5 at 10% after 18 years (new).

Employee receives either one day's pay or a mutually agreed upon day in lieu, if a paid holiday occurs during employee's vacation (new).

Bereavement Leave (Part-time): Up to 3 (1) days' paid leave upon death of an immediate family member.

Health and Welfare: Weekly Indemnity (full-time employees) (new) - Benefit is 66 2/3% of weekly earnings to a maximum of \$426 for the first 2 weeks of absence. Payable after the first day of accident or eighth day of illness. Absences extending beyond 2 weeks to a maximum of 15 additional weeks are covered by UIC benefits. LTD benefits commence after 17 weeks.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$100 per person every 2 years for full-time employees. Part-time employee with 3 years of service who has worked 600 hours in the previous calendar year is eligible for benefit.

Safety Shoe Allowance: \$80 (\$50) for eligible full and part-time warehouse and transporting employee.

EDUCATION AND RELATED SERVICES

Ottawa Board of Education - Ontario Secondary School Teachers' Federation (Ind.):

A 36-month renewal agreement effective September 1, 1991 to August 31, 1994, covering 950 employees, settled with mediation assistance during a work stoppage and ratified in April 1992. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Mar. 1/92</u>	<u>Feb. 1/93</u>
	General Increases	2%	2%	2%
	Teacher- Category A1 0-10 years	\$29,747-\$48,831 (\$29,164-\$47,874)	\$30,342-\$49,808	\$30,949-\$50,804
	Teacher- Category A4 0-10 years	\$34,846-\$60,588 (\$34,163-\$59,400)	\$35,543-\$61,800	\$36,254-\$63,036
	Vice- Principal 0-3 years	\$64,986-\$70,993 (\$63,712-\$69,601)	\$66,286-\$72,413	\$67,612-\$73,861
	Principal 0-3 years	\$73,349-\$80,733 (\$71,911-\$79,150)	\$74,816-\$82,348	\$76,312-\$83,995
	Effective	<u>Aug. 31/93</u>		<u>Feb. 1/94*</u>
	General Increases	1.53%		1.25%
	Teacher-A1	\$31,423-\$51,581		\$31,816-\$52,226
	Teacher-A4	\$36,809-\$64,000		\$37,269-\$64,800
	Vice-Principal	\$68,646-\$74,991		\$69,504-\$75,928
	Principal	\$77,480-\$85,280		\$78,449-\$86,346

* Increase to equal the percentage increase in the CPI 1986=100 comparing June 1994 index to the average index for November and December 1992 and January 1993. Triggered at 3.25% and capped at 4.75%. Folded into wages and allowances August 31, 1994.

Lump Sum Payment: \$150 per employee. Pro-rated for part-time employees.

Allowances: Except as noted below, all allowances are increased in accordance with the general increases:

Masters Degree - Effective September 1, 1992, \$550 (\$500) per year.

Doctorate - Effective September 1, 1992, \$1,100 (\$1,000) per year.

Bereavement Leave: Up to 4 days' paid leave upon the death of a person in direct loco-parentis relationship with employee (new) and up to 4 (1) days for grandchild.

Paid Maternity Leave: 15 weeks at \$75 per week (new).

Paid Adoption Leave (new): 2 weeks at 95% of weekly wages plus an additional 15 weeks at \$75 per week.

Health and Welfare: Vision - Effective September 1, 1992, maximum claim is \$200 (\$150) per person every 2 years.

Dental Effective September 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective February 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules, respectively.



Ontario **Labour Management Services**
Office of Collective Bargaining Information

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**COLLECTIVE BARGAINING
SETTLEMENTS IN
ONTARIO**

JUNE 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: the after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMEPE	-	Yearly Maximum Pensionable Earnings

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MINES

Royal Oak Mines Incorporated, Timmins Division, previously Giant Yellowknife Mines Limited - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from July 1, 1992 to June 30, 1994, covering 320 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/93</u>
	General Increase	35¢
	Job Class 1 (includes Labourer)	\$13.33 (\$12.98)
	Job Class 23 Licensed Trades	\$18.96 (\$18.61)

Sunday Premium: 95¢ (85¢).

Health and Welfare: Life Insurance and AD & D - Benefit is \$30,000 (\$25,000).

Vision - Maximum claim is \$150 (\$120) per person every 2 years.

Dental - Employer pays 90% (80%) of premium costs for restorative services and 80% (70%) of premium costs for major restorative services. Coverage is based on the 1990 (1989) ODA fee schedule. Effective July 1, 1993, the 1991 ODA fee schedule.

Pension Plan: Basic Benefit - \$17 (\$14) per month per year of service. Effective July 1, 1993, \$19.

Falconbridge Limited at Falconbridge - Local 6855, United Steelworkers (AFL-CIO/CLC) (office, clerical and technical employees): A 36-month renewal agreement effective March 2, 1992 to March 1, 1995 covering 361 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/92</u>	<u>Mar. 1/93</u>
	COLA Fold-in	55¢ per hour	
	General Increases	3%	3%
	<u>Weekly Rates</u> 40 hours per week		
	Job Class 3 (Clerk Typist)	\$632.08-\$653.24 (\$591.67-\$612.21)	\$651.04-\$672.84

Job Class 17. \$907.13-\$949.44 \$934.29-\$977.92
(Design Draftsman) (\$858.71-\$899.79)

Previous rates include COLA fold-ins during term of the previous agreement.

Maximum rate for Job Class 3 is reached after 6 months, and for Job Class 17, after two 6-month increases.

Nickel Price Bonus: Clause inactive during 1992 and 1993. 10¢ plus 1¢ Canadian for each cent (US) that the average realized price per pound of nickel (ARPN) exceeds \$2.25 (US) times the number of hours worked in the quarter.

COLA: 1¢ per 0.35 point change in the CPI - 1961=100 using the December 1993 index as the base. Adjusted quarterly, folded into wages annually. (Formula inoperative first 2 years of agreement. Basic formula is unchanged.)

Shift Premium: Effective June 1, 1992, 50¢ (40¢) per hour for afternoon shift, 60¢ (50¢) for evening and 70¢ (60¢) for night.

Vacation Bonus: Effective January 1, 1995, \$235 (\$140) per week of vacation taken.

Paid Vacation: January 1, 1993, 4 weeks after 16 (18) years of service, 5 weeks after 24 (25) years.

Health and Welfare: The following changes are effective July 1, 1992, unless otherwise noted:

Life Insurance for Retirees - Benefit is \$5,000 (\$3,000).

Weekly Indemnity - Employee with 5 or more years of service receives 100% of regular earnings for 26 (20) weeks.

LTD - Service while on LTD accumulates for pension plan (new). Up to \$200 increase per month for employees receiving a benefit of less than \$1,200 to achieve a maximum benefit of \$1,200 per month.

Vision - Maximum claim is \$250 (\$150) per family member every 2 years.

Dental - Coverage is based on the 1991 (1989) ODA fee schedule. Effective March 1, 1993 and 1994, coverage is based on the 1992 and 1993 ODA fee schedules respectively.

Continuation of Benefits for Retirees -

Dental - Coverage is based on 1991 (1989) ODA fee schedule.

Vision - Maximum claim is \$250 (\$150) every 2 years.

Hearing (new) - Maximum lifetime claim is \$250 per member and spouse.

Extended Coverage (new) - Semi-Private Hospitalization, Major Medical, Vision, Drug and Dental to be extended to dependent children to age 25 attending college or university full-time.

Global Assistance Programme (new) - Employer pays 100% of the premium costs for MEDEX for employees and retirees.

Continuation of Benefits - Employer continues to pay premium costs for Life Insurance, Dental, Drugs and Semi-Private Hospitalization for employee on LTD and WCB.

Bereavement Leave: Effective June 14, 1992, upon death of a son/daughter-in-law, a reasonable time off with pay granted (new).

Pension Plan: Survivor Pension - 66 2/3% (60%) lifetime benefit with 5 year pension guarantee for retiree.

Indexing - During the term of the agreement, should the Indexing Reserve be insufficient to provide for the full 75% indexing of benefits under the plan, the employer will pay the difference to the retirees and survivors out of its general reserves (new).

RUBBER AND PLASTICS PRODUCTS

Uniroyal Goodrich Canada Inc., South Plant at Kitchener - Local 677, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1992 to May 31, 1995, covering 924 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages: Effective June 1/92
COLA Fold-in* 30.6¢-39.3¢

Hourly Rates

Labourer	\$15.586 (\$15.180)
Industrial Mechanic	\$19.849 (\$19.360)

* COLA fold-in based on 24¢ boxed COLA to May 31, 1992, plus 10¢ silent COLA totalling 34¢ divided by Plant Average Hourly Earnings. Previous rates reflect 90¢ COLA folded into wages during the term of the previous agreement.

COLA: 1¢ per 0.083 (0.26) point increase in the CPI - 1986=100 (1971=100), using the average index for April, May and June 1992 as the base. Adjusted quarterly. Folded into wages annually.

Shift Premium: Effective June 25, 1992, 0-45¢-50¢ (0-35¢-40¢).

Hours of Work: Paid Rest Period - One 15 (12) minute break per shift and one 25 (18) minute lunch period.

Work Week - 5 day summer schedule for 8 weeks every year (new).

Health and Welfare: Dental - Effective July 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective June 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

AD & D - Benefit is \$30,000 (\$28,000).

Pension Plan: Basic Benefit - \$27 (\$23.50) per month per year of credited service. Effective June 1, 1993 and 1994 COLA diversions from future payments will provide an employee funded additional \$1.50 and \$3 for a total of \$28.50 and \$30.00 respectively.

Supplemental Benefit - \$14 (\$13.50) per month per year of credited service to a maximum of 30 years.

Safety Shoe Allowance: \$50 (\$45) per year. Effective June 1, 1993 and 1994, \$55 and \$60 respectively.

Textron Inc., Davidson Instrument Panel Division at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 42-month early renewal agreement effective from July 1, 1992* to December 31, 1995, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

* Previous agreement was scheduled to expire December 31, 1992.

Wages:	Effective	<u>July 1/92</u>	<u>Jan. 1/94</u>	<u>Jan. 1/95</u>
General Increases		4.5%	3.5%	3%
Labourer Grade 3 (includes Assembler)		\$9.38-\$10.72 (\$8.98-\$10.26)	\$9.71-\$11.10	\$10.00-\$11.43
Labourer Grade 21 (Industrial Instrumentation Electrician)		\$14.55-\$17.40 (\$13.92-\$16.65)	\$15.06-\$18.01	\$15.51-\$18.55

Health and Welfare: Life Insurance and AD & D - Benefit is \$22,000 (\$21,000). Effective January 1, 1994 and 1995, \$23,000 and \$24,000 respectively.

Vision - Maximum claim is \$200 (\$100) every 2 years.

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of service.
Effective January 1, 1994 and 1995, \$19 and \$19.50 respectively.

Safety Shoe Allowance: \$80 (\$70) per year. Effective January 1, 1994, \$90.

Tool Allowance: Effective January 1, 1994, \$150 (\$100) per year for skilled trades.

PAPER AND ALLIED

Atlantic Packaging Products Limited at Scarborough - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 36-month renewal agreement effective from February 10, 1992 to February 9, 1995, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 14/92</u>	<u>Feb. 9/93</u>	<u>Feb. 9/94</u>
	Increases	1.5% for certain classifications; 25¢ minimum	2.5%	3%
	Additional Adjustments	20¢ for In-Line Adjuster; restructuring of wage schedule	20¢ for In-Line Adjuster	20¢ for In-Line Adjuster
	Take-off Help (Bag Dept.)	\$9.61-\$10.29 (\$9.36-\$10.04)	\$9.85-\$10.55	\$10.15-\$10.86
	Electrician Class 2 (Corrugator Dept.)	\$17.37-\$18.74 (\$17.11-\$18.45)	\$17.80-\$19.21	\$18.34-\$19.78

Maximum rates are reached after 6 months for Take-off Help and for Electrician, after 12 months.

Paid Rest Periods: 12-Hour Shift - Polyethylene Department - Two paid 15 (10) minute breaks.

The following increases are effective on June 14, 1992 unless otherwise noted:

Lead Hand Premium: 40¢ (35¢) per hour. Effective February 1, 1993, 45¢.

Health and Welfare: Life Insurance - Maximum benefit is \$25,000 (\$22,000).

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective February 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Bag and Poly Division - 84¢ (74¢) per hour worked. Effective February 1, 1993 and 1994, 94¢ and \$1.04 respectively.

Corrugated, Truck Drivers, Maintenance and Garage - 91¢ (74¢) per hour worked. Effective February 1, 1993 and 1994, \$1.09 and \$1.27 respectively.

Safety Shoe Allowance: \$52 (\$40) per year. Effective February 1, 1993 and 1994, \$62 and \$72 respectively.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited at Toronto - Various Locals, Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC) and Graphic Communications Union (AFL-CIO/CLC) (pressmen, paperhandlers, platemakers, mailers, photo-engravers, machinists and electricians): Six 36-month renewal agreements effective from January 1, 1992 to December 31, 1994, covering 668 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/92	Jan. 1/93	Jan. 1/94
	General Increases	2%	2%	3%
	<u>Weekly Rates, Day Shift</u>			
	Paperhandler	\$842.37 (\$825.85)	\$859.22	\$885.00
	Mailer	\$851.32 (\$834.63)	\$868.35	\$894.40
	Photo-engraver	\$973.83 (\$955.05)	\$992.99	\$1,022.30
	Pressman/ Platemaker	\$985.33 (\$966.01)	\$1,005.04	\$1,035.19
	Electrician	\$1,054.74 (\$1,034.06)	\$1,075.83	\$1,108.10

Lump Sum Payment: Effective January 1, 1994, lump sum payment for each full-time employee for each full point that the CPI - 1986=100 (December 1993 from December 1992) increases above 3% to a maximum of \$1,500.

Health and Welfare: AD & D - Effective January 1, 1993, benefit is \$200,000 (\$100,000).

Vision - Effective January 1, 1994, maximum claim is \$175 (\$150) every 2 years.

Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Maximum annual claim for basic services is \$1,000 per person and maximum claim for major restorative services is \$3,500 per person every 3 years. (Previously, no maximum.) Effective January 1, 1993 and 1994, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective January 1, 1992, base year is updated to 1989 (1987). Effective January 1, 1994 (1991).

Early Retirement - 4% reduction for each year of retirement prior to age 62. (Previously, 1-4% depending on age from 55 to 61.)

Current Retirees - Effective January 1, 1993, benefit increases by 7.5%.

Safety Shoe Allowance: Effective July 1, 1992, \$75 (\$65) per year. Effective January 1, 1994, \$85.

PRIMARY METAL

Alcan Aluminium Limited, Alcan Rolled Products Company Division at Kingston - Local 343, United Steelworkers (AFL-CIO/CLC) and Lodge 54, Machinists (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 18, 1992 to May 17, 1995, covering 285 employees, settled with mediation assistance. Duration of negotiations - 10 weeks.

Wages:	Effective	May 18/92	May 18/93	May 18/94	Nov. 18/94
General Increases		35¢	20¢	20¢	25¢
Job Class Increment				27¢ (26¢)	
<u>United Steelworkers</u>					
Grade 1 (includes General Labourer)		\$14.241 (\$13.891)	\$14.441	\$14.641	\$14.891
Grade 16 (84" Rolling Mill Operator)		\$18.141 (\$17.791)	\$18.341	\$18.691	\$18.941

COLA: Effective May 18, 1994, 1¢ per 0.03 point increase in the CPI - 1981=100, using the January 1994 index as the base. Triggered at 5%. Capped at 40¢. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Major Medical - Effective May 18, 1994, out-of-province health care is included (new).

Dental - Effective May 18, 1993, coverage is based on the 1992 (1989) ODA fee schedule. Effective May 18, 1994, coverage includes dentures, denture repairs, crowns and repairs (new).

METAL FABRICATING

Ball Packaging Products of Canada Inc. at Hamilton - Local 354, CLC Directly Chartered: A 36-month renewal agreement effective from March 17, 1992 to March 16, 1995, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages: Effective Mar. 17/92

No increase in rates that were in effect at the expiry of the previous agreement

Additional Adjustments	Minor restructuring of wage schedule
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General Labourer	\$18.59 (\$18.59)
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Tool & Die	\$21.04 (\$21.04)
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Previous rates reflect 26¢ COLA folded into wages during the previous agreement.

COLA Provision: Inoperative. (Previously, 1¢ per full .325 point change in the CPI - 1961=100, using the December 1988 index as the base. Adjusted quarterly with last adjustment on March 15, 1992. Fold-in annually.)

Shift Premium: Effective May 1, 1992, 0-50¢-80¢ (0-3%-5%).

ELECTRICAL PRODUCTS

Camco Inc. at Hamilton - Local 550, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 23, 1992 to April 22, 1995, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 23/92</u>	<u>Apr. 23/93</u>	<u>Apr. 23/94</u>
General Increases		.222¢	.213¢	.161¢
COLA Fold-in		12¢		
Skilled Trades Adjustment		20¢		
Labour Grade 1 (includes Labourer)		\$14.193 (\$13.851)	\$14.406	\$14.567
Labour Grade 14 (includes Tool & Die Maker)		\$18.621-\$18.784 (\$18.079-\$18.242)	\$18.834-\$18.997	\$18.995-\$19.158

Previous rates reflect 90¢ COLA folded into wages during the previous agreement.

Maximum rate for Tool & Die Maker is reached after 6 months.

COLA: 1¢ per 0.32 point change in the CPI - 1971=100 from September 1992 to December 1992. Seven further quarterly adjustments in the second and third contract years. (Basic formula is unchanged.)

Shift Premium: 0-63¢-63¢ (0-55¢-55¢).

Health and Welfare: AD & D - Benefit is \$20,000 (\$19,000). Effective January 1, 1993 and 1994, \$21,000 and \$22,000 respectively.

Major Medical - Effective October 1, 1992, drug plan deductible is \$3 (\$1) per prescription. Plan now pays for Generic Drug (Brand Name) unless requested by Physician.

Dental - Effective June 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1993, plan limits routine check-ups for employee aged 23 or older to 1 every year. (Previously, no stated limit.) Coverage is based on the 1991 ODA fee schedule. Effective January 1, 1994, the 1992 ODA fee schedule.

Pension Plan: Basic Benefit - \$20.50 (\$19) per month per year of service. Effective April 23, 1993 and 1994, \$21.25 and \$22.25 respectively.

Special Bridging Benefit - Employee aged 55 and electing early retirement receives \$13 per month per year of service up to a maximum 30 years of service/\$390 per month (new).

Bridging Benefit - Maximum pensionable service is 35 (30) years.

Vesting - After 2 (10) years of service.

Surviving Spouse - Employee, who retired on Total and Permanent Disability Pension and has a spouse, is now included in survivors benefits (new).

Pensionable Service - Employee on LTD benefits is compensated for regular hours lost, for the purpose of calculating pensionable service (new).

Income Extension Aid Plan: Employee who is on layoff status or terminated due to plant closure, receives a wage related benefit up to a maximum \$426 (\$363) per week after exhaustion of UIC benefit.

Safety Shoe Allowance: \$75 (\$65) per year.

CHEMICAL AND CHEMICAL PRODUCTS

Revlon Canada Inc. at Mississauga - Local 323 Canadian Paperworkers (CLC): A 36-month renewal agreement effective from March 7, 1992 to March 6, 1995, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 7/92	Mar. 7/93	Mar. 7/94
General Increases		45¢	55¢	60¢
Additional Adjustments		Minor restructuring of wage schedule		
Pay Equity Adjustments		10¢ for General Maintenance Person and 50¢ for Line Head		
Grade F (Assembler)		\$8.80-\$9.30 (\$8.35-\$8.85)	\$9.35-\$9.85	\$9.95-\$10.45
Grade A-1 (includes Millwright)		\$16.55-\$17.05 (\$16.10-\$16.60)	\$17.10-\$17.60	\$17.70-\$18.20

Maximum rate for Assembler is reached after 6 months and after 1 year for Millwright.

Previous maximum rate for Assembler reflects a 25¢ pay equity adjustment during the previous agreement.

Shift Premium: Effective June 10, 1992, 0-40¢-50¢ (0-35¢-45¢). Effective March 7, 1993, 0-45¢-55¢.

Lead Hand Premium (new): Effective June 10, 1992, 20¢ per hour worked over Service Person's rate for designated Senior Service Person.

Sick Leave: Maximum 3 days' paid leave per calendar year (unchanged). Employee with full entitlement of unused sick leave and 12 months of service as at December 31 in each year, receives 5 days straight time pay in January of the new year. (Previously, employee received pay for portion of unused leave.)

Witness Leave: Maximum 5 working days per year for subpoenaed witness (new).

Health and Welfare: Life Insurance and AD & D - Effective June 10, 1992, benefit is \$30,000 (\$25,000). Effective March 7, 1994, eligibility is 3 (6) months of service.

Major Medical - Effective June 10, 1992, eligibility is 3 (6) months of service. Effective March 7, 1993, maximum annual claim is \$12,000 (\$10,000).

Vision - Maximum claim is \$115 (\$105) every 2 years. Eligibility is 3 months (1 year) of service. Effective March 7, 1994, \$125.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective March 7, 1993, eligibility is 3 (6) months of service. Effective January 1, 1994, plan is extended to include root canals (new).

Meal Allowance: Effective June 10, 1992, \$4.50 (\$4.25). Effective March 7, 1993 and 1994, \$4.75 and \$5 respectively.

Safety Shoe Allowance: Employer pays 100% of the cost per year. (Previously, \$80 per year.)

Tool Allowance: \$155 (\$140) per calendar year. Effective March 7, 1993 and 1994, \$170 and \$185 respectively.

MISCELLANEOUS MANUFACTURING

Lear Seating Canada Ltd., previously Lear Siegler Seating Corp. at Ajax - Local 1719, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 261 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	Cola Fold-in	\$2.20		

General Increases	\$1.05	40¢	35¢
Material Handler	\$17.00 (\$13.75)	\$17.40	\$17.75
Electrician	\$21.50 (\$18.25)	\$21.90	\$22.25

Lump Sum
Settlement
Payment:

\$500 per eligible employee.

\$2.25 COLA was generated during the previous agreement. \$2.20 is folded into wages on May 1, 1992, leaving 5¢ to float.

COLA:

1¢ per 0.1 point increase in the CPI - 1986=100, using the July 1992 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.1 point increase in the CPI - 1981=100, with 20¢ diverted to SUB Fund.)

Shift Premium:

0-60¢-65¢ (0-45¢-50¢). Effective May 1, 1993 and 1994, 0-70¢-75¢ and 0-80¢-85¢ respectively.

Paid Rest
Periods (new):

One 20-minute lunch break and two 10-minute breaks per employee if production requires 24-hour operation. Additional 5 minutes per break for E.M.B. Department employees. One 5-minute break for employee required to work 2 hours of overtime beyond regular shift.

Paid Holidays:

3 additional days are added for a total of 16 (13) days per year.

Paid Vacation:

3 weeks after 5 (6) years of service.

Paternity
Leave (new):

1 day's paid leave to attend birth of a child.

Bereavement
Leave:

3 days' paid leave upon death of current spouse's grandparent and 1 day if unable to travel, upon death of immediate family member (new).

Jury Duty/
Crown Witness:

Summoned or subpoenaed employee receives the difference between regular daily wages and fees received for up to 60 days per calendar year (new).

Health and
Welfare:

Life Insurance - Benefit is \$18,000 (\$14,000). Effective May 1, 1993 and 1994, \$20,000 and \$22,000 respectively.

AD & D (new) - Benefit is \$13,000.

LTD (new) - Employer pays 100% of premium costs. Maximum benefit is \$750 per month with government offsets, for disability on or after May 1, 1992. Benefit is effective upon exhaustion of 26 weeks of weekly indemnity benefit plus 15 weeks

UIC carve-out and is payable for a maximum of 5 years or years of service, whichever is less.

Vision (new) - Maximum claim is \$170 per person every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. \$50 annual deductible is eliminated. Maximum lifetime orthodontic claim is \$1,500 per dependent child (new). Effective May 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

Continuation of Benefits - Health and welfare benefit coverage continues for up to 2 years for employee in receipt of WCB benefits (new).

Pension Plan: Basic Benefit-Future Service - \$14 (\$10.50) per month per year of service. Effective May 1, 1993 and 1994, \$15 and \$16 respectively.

Basic Benefit-Past Service - \$5.50 per month per year of service to May 1, 1984; \$7.50 to April 30, 1986; \$7.75 to April 30, 1987; \$8 to April 30, 1988; \$8.25 to April 30, 1989 (previously, \$4.50 per month per year of service to May 1, 1989); \$9 (\$8) to April 30, 1990; \$9.75 (\$8.75) April 30, 1991 and \$10.50 (\$9.50) to April 30, 1992.

Educational Leave Fund: Employer contributes an additional 1¢ per hour worked per employee to the union administered fund. Maximum \$400 per year for tuition fees upon successful completion of work related course (new).

CONSTRUCTION

Canadian Automatic Sprinkler Association, Canada-wide except Quebec and British Columbia - Various locals, Plumbers (AFL-CIO/CFL): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 1,025 Ontario employees, settled at the conciliation officer bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	June 27/92	May 1/93	May 1/94
General Increases		83¢	\$1.25	\$1.55
<u>Local 853</u> Journey person Sprinkler Fitter				
Ontario West (includes Thunder Bay)		\$31.40 (\$30.57)	\$32.65	\$34.20

Ontario East (includes Ottawa)	\$31.88 (\$31.05)	\$33.13	\$34.68
Ontario Central (outside 35 mile radius of Toronto City Hall)	\$32.59 (\$31.76)	\$33.84	\$35.39
Metro Toronto (inside 35 mile radius of Toronto City Hall)	\$33.34 (\$32.51)	\$34.59	\$36.14

Package rates shown include wages, vacation and holiday pay and employer contributions to field dues, welfare, pension, industry, and building funds, and 5¢ to a training fund.

Field Dues:	25¢ (20¢)
Industry Fund:	21¢ (15¢)
Building Fund:	20¢ (10¢)

Cement Masons Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Waterproofing Contractors Association of Ontario; Concrete Floor Contractors Association of Ontario; and Industrial Contractors Association of Canada, province-wide - Ontario Provincial Conference, Plasters (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>June 15/92</u>	<u>May 1/92</u>	<u>May 1/94</u>
	Increases	15¢-25¢	50¢-60¢	\$1-\$1.25
	<u>Journeyman Cement Mason</u>			
	Local 598 London	\$26.15 (\$26.00)	\$26.75	\$28.00
	Local 598 Toronto	\$29.85 (\$29.70)	\$30.45	\$31.45

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and training funds.

Shift Premium (Floor Finishing):	Employee with start time of 3 p.m. (12 noon) receives \$2 per hour, \$2.50 in Toronto, and 1 1/2 for work after 8 hours.
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Overtime Pay (Occupied Premises): Time and one-half after scheduled 8 hours, for five day week, or 10 hours, for four day week on occupied premises. Time and one-half on first additional day and double time on second additional day and statutory holidays (new).

Room and Board Allowance: \$52 (\$50) per day. Effective May 1, 1993 and 1994, \$54 and \$56 respectively.

Interior Systems Contractors Association of Ontario, province-wide - Local 675, Carpenters (AFL-CIO/CLC) (residential construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>Aug. 1/92</u>	<u>May 1/93</u>
	General Increases	55¢	60¢
	Journeyman Drywall-Acoustic	\$30.92 (\$30.37)	\$31.52
	Effective	<u>Aug. 1/94</u>	<u>May 1/94</u>
	General Increases	70¢	85¢
	Journeyman Drywall-Acoustic	\$32.22	\$33.07

Package rates shown include wages, vacation and holiday pay and a total employer contribution of \$5.77 to welfare, pension, SUB, training and industry funds and supplementary union dues. Effective May 1, 1993, May 1, 1994, and November 1, 1994, \$5.82, \$6.07 and \$6.66 respectively.

Piece Work (per 1,000 sq. ft.):	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	Drywallers Boardmen/Apts	\$154 (\$140)	\$161.28	\$165.76
	Woodframe/ Residential	\$148.50 (\$135.00)	\$155.68	\$160.16
	Housing Insulation	\$104.50 (\$ 95.00)	\$112.50	\$114.24

Note: Increases to Travel, Room and Board Allowances are identical to those negotiated in the ICI sector.

Mechanical Contractors Association of Ottawa at Renfrew and Ottawa - Local 71, Plumbers (AFL-CIO/CFL) (Residential and Service): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Package:	Effective	<u>May 14/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	83¢	\$1.25	\$1.50
	Journeyman (Houses)	\$24.83 (\$24.00)	\$26.08	\$27.63
	Journeyman (Service Work)	\$31.96 (\$31.13)	\$33.21	\$34.76

Package rates shown include wages, vacation and holiday pay and employer contributions to the welfare, pension, contingency and training funds, 3¢ for Bill 162 and 5¢ to the OPTC fund.

Industry Fund: 19¢ (18¢).

Training Fund: 12¢ (10¢). Effective May 1, 1993 and 1994, 15¢ and 21¢ respectively.

Contingency Fund (new): Effective May 1, 1993, 10¢ per hour.

Union Dues Promotion Fund: Effective May 1, 1993, 47¢ (45¢). Effective May 1, 1994, 50¢.

Board Allowance: Effective May 14, 1992, \$55 (\$53) per working day. Effective May 1, 1993 and 1994, \$57 and \$59 respectively.

Mileage Allowance: Effective May 14, 1992, 42¢ (41¢) per kilometre. Effective May 1, 1993 and 1994, 44¢ and 45¢ respectively.

Parking Allowance: Effective May 14, 1992, \$6 (\$4) per day for centre-core parking. Effective May 1, 1993 and 1994, \$8 and \$10 respectively.

TRANSPORTATION

Canadian National Railway Company, system-wide - Maintenance of Way Employees (AFL-CIO/CLC)*: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 1,763 Ontario employees, settled at the conciliation commissioner stage. Duration of negotiations - 8 months.

* Previously bargained with Associated Non-Operating Railway Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	Extra Gang Labourer	\$10.490-\$12.341 (\$10.185-\$11.982)	\$10.804-\$12.711

Steel Bridge	\$16.213-\$19.074	\$16.699-\$19.646
Worker/Welder	(\$15.740-\$18.518)	

Maximum rate for Extra Gang Labourer is reached after 156 days worked (21 months of service) and for Steel Bridge Workers, after 21 months.

Other changes are similar to those reported for Canadian National Railway Co. and Electrical Workers (IBEW) in the May 1992 report.

Canadian National Railway Company, system-wide - Railway, Transport and General Workers (CLC)*: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 1,540 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

* Previously bargained with Associated Non-Operating Railway Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	<u>Weekly Rates</u> (40 hours per week)		
	Messenger	\$408.53-\$480.62 (\$396.63-\$466.62)	\$420.78-\$495.04
	Buyer	\$609.27-\$716.79 (\$591.52-\$695.91)	\$627.55-\$738.29

Maximum rates for Messenger and Buyer are reached after 21 months.

Other changes are similar to those reported for Canadian National Railway Co. and and Electrical Workers (IBEW) in the May 1992 report.

Via Rail Canada Inc., system-wide - Boilermakers, Sheet Metal Workers, Plumbers and Electrical Workers (IBEW) (AFL-CIO/CFL), and Machinists (AFL-CIO/CLC) (shopcraft employees): Three 24-month renewal agreements effective from January 1, 1992 to December 31, 1993, covering 215 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	Machinist's Helper	\$15.25 (\$14.80)	\$15.71

Machinist	\$18.73 (\$18.18)	\$19.29
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The following changes are effective from July 1, 1992 unless stated otherwise.

Health and
Welfare:

Life Insurance - Effective May 1, 1992, benefit is \$23,000 (\$20,000). Effective January 1, 1993, \$24,000.

Major Medical - Up to \$20 per visit to a maximum of \$400 per year for the services of a chiropractor, osteopath, podiatrist or speech therapist, with 80%-20% co-insurance (new).

Vision - Effective May 1, 1992, maximum claim is \$175 (\$150) per year per person under 18 years and every 2 years per person over 18.

Dental - Coverage continues to be updated to the current year's ODA fee schedule.

Hearing - Maximum claim is \$300 (\$200) every 2 years.

Life Insurance for Retirees - Benefit is \$5,000 (\$4,500).

Pension
Plan:

Disability pension for eligible retiree after 10 (15) years of cumulative compensated service.

Relocation
Allowances:

Incidental Expenses - \$690 (\$650).

Room and Board - \$170 (\$160) for employee and \$75 (\$65) for each dependent for meals and temporary living accommodation on initial move.

Loss on Sale of Home Allowance - \$9,500 (\$9,000).

Commuting Allowance - \$160 (\$150) per month for up to 1 year.

Wheeled Home Relocation Cost - \$5,000 (\$4,800).

Pension Plan:

Early Retirement - Employee aged 55 (60) may retire with accrued entitlement.

Survivor Benefit - Entitlement is based on survivor and employee being married at the time of employee's retirement.
(Previously, married 1 year prior to retirement.)

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1991 to August 31, 1994, covering 1,556 employees, settled at the post mediation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>	<u>Mar. 1/93</u>
General Increases		2.5%	1.67%	1.9%
Pay Equity Adjustments		*		
Additional Adjustment		\$250 for Principal**		
Teacher-Level A 0-11 years		\$27,188-\$50,208 (new)	\$27,642-\$51,046	\$28,167-\$52,016
Teacher-Level A1 0-10 years		\$31,424-\$50,208 (\$30,658-\$48,983)	\$31,949-\$51,046	\$32,556-\$52,016
Teacher-Level A4 0-10 years		\$35,801-\$60,908 (\$34,928-\$59,422)	\$36,399-\$61,925	\$37,091-\$63,101
Principal 0-3 years		\$68,239-\$73,627 (\$66,575-\$71,831)	\$69,633-\$75,111	\$70,986-\$76,538
Effective		<u>Sept. 1/93</u>	<u>Mar. 1/94</u>	
General Increases		1.42%	1.22%	
Additional Adjustment		\$250 for Principal**		
Teacher-A		\$28,567-\$52,755	\$28,916-\$53,399	
Teacher-A1		\$33,019-\$52,755	\$33,421-\$53,399	
Teacher-A4		\$37,617-\$63,997	\$38,076-\$64,779	
Principal		\$72,217-\$77,878	\$73,098-\$78,829	

* Categories B, C and D have been deleted and replaced with new Category A.

** Applied before general increases.

Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Vision - Effective September 1, 1992, maximum claim is \$200 (\$175) every 2 years. Effective September 1, 1993, \$225.

Job Security: Teachers currently on staff or hired during term of this agreement will not be declared redundant during the term of this agreement (new).

Etobicoke City Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, technical and maintenance employees):

A 24-month renewal agreement effective January 1, 1992 to December 31, 1993, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Jan. 1/92	Jan. 1/93
	General Increases	3%	3%
	Caretaker	\$15.13-\$16.00 (\$14.69-\$15.53)	\$15.58-\$16.48
	Plumber	\$25.77 (\$25.02)	\$26.54

Maximum rate for Caretaker is reached after 1 year.

COLA: Effective January 1, 1993, percent per percent increase in the Metro Toronto CPI - 1981=100, using the December 1992 index as the base. Triggered at 3.25% (7.1%) and capped at 2% (3%) of annual salary. Calculated monthly and payable as a lump sum.

Paid Maternity/
Parental Leave: Effective January 1, 1994, \$75 per week, payable for 15 weeks following 2-week waiting period (new).

Health and Welfare: Vision - Effective January 1, 1993, maximum claim is \$180 (\$140) per person every 2 years.

Dental - Effective August 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.

Safety Shoe Allowance: Effective August 1, 1992, \$75 (\$70) per year. Effective January 1, 1993, \$80.

Uniform Allowance: Effective August 1, 1992, \$25 every 2 years for caretakers for parkas (new).

Mileage Allowance: Effective August 1, 1992, 35¢ (unchanged) per kilometre with a minimum of \$3.50 (\$3.20) per day.

Tool Allowance: Effective August 1, 1992, \$75 (\$70) for Carpenters, Electricians, Metal Workers, Plumbers, Vehicle Mechanics, Refrigeration Mechanics, Small Motor Mechanics, Heating Control Technicians and Electronic Technicians.

Haldimand Board of Education at Cayuga - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Sept. 1/93</u>	<u>Feb. 1/94</u>
	General Increases	1%	1.5%	0.5%
	Teacher-Category I 0-11 years	\$30,488-\$51,352 (\$30,186-\$50,842)	\$30,945-\$52,123	\$31,100-\$52,383
	Teacher-Category IV 0-11 years	\$36,296-\$64,182 (\$35,937-\$63,547)	\$36,341-\$65,145	\$37,025-\$65,471
	Vice Principal 0-3 years	\$70,842-\$75,973 (\$70,141-\$75,221)	\$71,905-\$77,113	\$72,265-\$77,499
	Principal 0-3 years	\$78,823-\$85,657 (\$78,043-\$84,809)	\$80,005-\$86,942	\$80,405-\$87,377
Allowances:	Increased in accordance with the general salary increases.			
Health and Welfare:	<u>Dental</u> - Effective January 1, 1993, coverage is extended to include orthodontics based on a 50%-50% co-insurance with a maximum lifetime claim of \$1,500 per family member (new). <u>Continuation of Benefits on Leave of Absence (new)</u> - Employer continues to pay premium costs for benefit plans for teachers with 10 years of teaching experience.			
Paid Union Leave:	Full-time (1/2 time) leave for 1 officer with salary equal to a full teaching load.			

Haldimand Board of Education at Cayuga - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1991 to August 31, 1994, covering 314 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	3%	
	Pay Equity Adjustments	Restructuring of wage schedule	Restructuring of wage schedule
	Teacher-Category D 0-12(6) years*	\$24,846-\$40,822 (\$21,127-\$29,338)	\$26,388-\$48,798
	Teacher-Category A1 0-11 years	\$28,973-\$48,798 (\$28,129-\$41,939)	

Teacher-Category A4 \$34,494-\$60,995
0-11 years (\$33,489-\$59,218)

Effective Sept. 1/92 Feb. 1/93

General Increases 1% 2%

Teacher-Category D \$26,652-\$49,286 \$27,185-\$50,272

Teacher-Category A1 \$29,263-\$49,286 \$29,848-\$50,272

Teacher-Category A4 \$34,839-\$61,605 \$35,536-\$62,837

Effective Sept. 1/93 Feb. 1/94 Aug. 31/94

General 2% 0.5% 0.5%
Increases

Teacher- \$27,729-\$51,277 \$27,868-\$51,533 \$28,007-\$51,791
Category D
0-13 years

Teacher- \$30,445-\$51,277 \$30,597-\$51,533 \$30,750-\$51,791
Category A1

Teacher- \$36,247-\$64,094 \$36,428-\$64,414 \$36,610-\$64,736
Category A4

* Effective January 1, 1992, 13 years.

Allowances: Increased in accordance with the general salary increases.

Health and Vision - Effective September 1, 1992, employer pays 100% (95%)
Welfare: of the premium costs. Maximum claim is \$200 (\$150) per family
member every 2 years.

Dental - Effective September 1, 1992, employer pays 100% (95%)
of the premium costs. Effective January 1, 1993, orthodontic
services are added with a maximum lifetime claim of \$1,500 on a
50%-50% co-insurance basis (new).

Job Security: Employee on staff as of September 30, 1992 will not be laid off
during term of this agreement, subject to declining enrolment
(new).

Metropolitan Toronto Separate School Board - Ontario English Catholic Teachers'
Association and Association des Enseignantes et des Enseignants
Franco-Ontariens (Ind.) (secondary school teachers): A 24-month
renewal agreement effective from September 1, 1991 to August 31,
1993, covering 2,200 employees, settled during a work stoppage
in post mediation bargaining stage. Duration of negotiations -
17 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92
General Increases		2.5%	1%
Teacher-Category A0 0-10 years		\$27,227-\$45,339 (new)	\$27,499-\$45,793
Teacher-Category A1 0-10 years		\$29,595-\$49,282 (\$28,873-\$48,080)	\$29,891-\$49,775
Teacher-Category A4 0-10 years		\$35,470-\$61,551 (\$34,604-\$60,050)	\$35,825-\$62,167
<u>Vice Principal and Assistant Programme Co-ordinator 0-4 years</u>			
Categories A1, A2, A3		\$63,366-\$65,218 (\$61,820-\$63,627)	\$63,999-\$65,870
Category A4		\$66,495-\$68,346 (\$64,873-\$66,679)	\$67,160-\$69,029
<u>Principal and Programme Co-ordinators 0-4 years</u>			
"A" School/Programme Co-ordinator		\$70,587-\$78,127 (\$68,865-\$76,221)	\$71,292-\$78,908
"B" School/Principal		\$74,797-\$82,260 (\$72,973-\$80,254)	\$75,545-\$83,083
Effective	Sept. 1/92	Jan. 1/93	Aug. 31/93
General Increases	2%	1.1%	.77%
Teacher- Category A0 0-10 years	\$28,049-\$46,709	\$28,358-\$47,223	\$28,567-\$47,587
Teacher- Category A1 0-10 years	\$30,489-\$50,770	\$30,824-\$51,329	\$31,061-\$51,724
Teacher- Category A4 0-10 years	\$36,541-\$63,410	\$36,943-\$64,108	\$37,227-\$64,601
<u>Vice Principal and Assistant Programme Co-ordinator 0-4 years</u>			

Categories A1 A2 A3	\$65,279-\$67,187	\$65,997-\$67,926	\$66,505-\$68,449
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Category A4	\$68,503-\$70,410	\$69,257-\$71,185	\$69,790-\$71,726
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Principal and
Programme
Co-ordinators
0-4 years

"A" School/ Programme Co-ordinator	\$72,718-\$80,486	\$73,518-\$81,371	\$74,084-\$81,998
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"B" School/ Principal	\$77,056-\$84,745	\$77,904-\$85,677	\$78,504-\$86,328
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Responsibility, Special Education and Language Instruction Allowances: Effective January 1, 1992, increased by 6%.

Health and Welfare: Vision - Effective January 1, 1992, maximum claim is \$150 (\$75) every 24 months.

Dental - Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.

Mileage/Car Allowance: 34¢ (27¢) per kilometre up to 5,000 km. and 27¢ (21¢) per km. thereafter for eligible employees. Effective September 1, 1992, the Board will pay the lesser of any increase in rates by Revenue Canada or 36¢ (.285¢) per km. and 29¢ (.225¢) per subsequent km.

Nipissing Board of Education at North Bay - Ontario Secondary School Teachers' Federation (Ind.) (secondary and continuing education teachers):
A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 252 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/93</u>	<u>Aug. 31/93</u>
	Increases*	1%	2%
	Teacher A1-1 0-11 years	\$31,019-\$50,787 (\$30,712-\$50,284)	\$31,639-\$51,803
	Teacher A4-4 0-11 years	\$36,939-\$64,418 (\$36,753-\$63,780)	\$37,678-\$65,706

Vice-Principal 0-4 years	\$73,095-\$77,667 (\$72,457-\$77,029)	\$74,383-\$78,955**
Principal 0-3 years	\$82,440-\$87,012 (\$81,022-\$86,374)	\$83,728-\$88,300**

* No increases in hourly rates for Continuing Education Teacher.

** Vice-Principal - \$8,677 (\$8,163) to A4-4 maximum rate, plus four increments of \$1,524 (\$1,434).

Principal - \$18,022 (\$16,954) to A4-4 maximum rate, plus three increments of \$1,524 (\$1,434).

Previous rates reflect a 6.3% increase in the CPI from April 1990 to April 1991 to all annual rates.

Allowances:	<u>Responsibility</u> - Director/Coordinator	\$5,434 (\$5,112)
	Major Dept. Head/ Consultant	\$5,148 (\$4,843)
	Minor Dept. Head	\$3,375 (\$3,175)
	Assistant Dept. Head	\$2,768 (\$2,604)
	Subject Chairman	\$2,193 (\$2,063)

Extra Degree - \$889 (\$836).

Expense - \$353 (\$332) per year for Vice-Principal, \$706 (\$664) per year for Principal.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum claim for orthodontic services is \$1,500 (\$1,000).

Continuation of Benefits - Coverage continues for six months after employee's death for surviving dependents (new).

Tuition Fee Allowance: \$316 (\$297) per course to a maximum of 2 courses per year.

Norfolk Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 399 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/93</u>	<u>Sept. 1/93</u>
	General Increases	1%	2%

Teacher-Category A* 0-10 years	\$27,194-\$47,137 (\$26,925-\$46,670)	\$27,738-\$48,080
Teacher-Category A1 0-10 years	\$30,586-\$50,352 (\$30,283-\$49,853)	\$31,198-\$51,359
Teacher-Category A4 0-10 years	\$36,879-\$63,832 (\$36,514-\$63,200)	\$37,617-\$65,109
Principal/Supervisor 0-4 years	\$70,880-\$76,750 (\$70,178-\$75,990)	\$72,298-\$78,285

* Previous rates reflect pay equity adjustments and the amalgamation of categories D, C and B into Category A. Category A provides for an 11-year step upon further academic training.

COLA: Effective September 1, 1993 to August 31, 1994, increase to equal the percentage increase in the Ontario CPI - 1986=100 from August 1993 to August 1994. Triggered at 3% and capped at 1% of annual salary. Payable as a lump sum.

Allowances: Responsibility - \$1,600-\$5,292 (\$3,304-\$5,292) for Vice-Principal and Co-ordinator. Effective January 1, 1993 and September 1, 1993, 1% and 2% respectively.

Health and Welfare: Dental - Effective September 1, 1992 coverage is based on the 1991 (1990) ODA fee schedule. Effective September 1, 1993, the 1992 ODA fee schedule.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/92	Sept. 1/92	Apr. 1/93
General Increases		2%	1%	2%
Library Assistant Elementary		\$11.07-\$12.75 (\$10.85-\$12.50)	\$11.18-\$12.88	\$11.40-\$13.14
Office Administrator VI		\$15.67-\$17.35 (\$15.36-\$17.01)	\$15.83-\$17.52	\$16.15-\$17.87
Programmer/Analyst		\$22.43-\$24.11 (\$21.99-\$23.64)	\$22.65-\$24.35	\$23.10-\$24.84

Maximum rates are reached after 3 years.

Paid Vacation: 6 weeks after 30 years (new). Prorated for less than full-time employees.

Bereavement Leave: Up to 4 (1) days' paid leave upon death of grandchild.

Health and Welfare: Major Medical - Effective September 1, 1992, employer pays 85% (80%) of premium costs.

Vision - Effective September 1, 1992, employer pays 85% (80%) of premium costs.

Dental - Effective September 1, 1992, employer pays 85% (80%) of premium costs. Coverage is based on 1991 (1990) ODA fee schedule.

Job Security: Notice on Layoff - Effective September 1, 1992, if 30 working days notice of lay-off is not provided, pay-in-lieu of notice is paid for days not worked (new).

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1991 to August 31, 1994, covering 1,300 employees settled with mediation assistance. Duration of negotiations - 15 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Mar. 1/92</u>	<u>Feb. 1/93</u>
General Increases		2%	2%	2%
Additional Adjustments	Restructuring of salary schedule*			
Teacher-Level A1 0-10 years		\$29,504-\$48,769 (\$28,925-\$47,813)	\$30,094-\$49,744	\$30,696-\$50,739
Teacher-Level A4 0-10 years		\$34,384-\$60,394 (\$33,710-\$59,210)	\$35,072-\$61,602	\$35,773-\$62,834
Vice-Principal 0-2 years		\$62,575-\$64,750 (\$61,348-\$63,480)	\$63,827-\$66,045	\$65,104-\$67,366
Principal 0-4 years		\$66,908-\$72,303 (\$65,596-\$70,886)	\$68,246-\$73,750	\$69,611-\$75,225
Effective		<u>Aug. 31/93</u>	<u>Feb. 1/94</u>	
General Increases		1.53%	1.25%	
Teacher-Level A1		\$31,166-\$51,515	\$31,556-\$52,159	

Teacher-Level A4	\$36,320-\$63,795	\$36,774-\$64,592
Vice-Principal	\$66,100-\$68,397	\$66,926-\$69,252
Principal	\$70,676-\$76,376	\$71,559-\$77,331

* Teacher-Levels D, C and B are eliminated and placed on Level A1 grid: Level D to year 2 maximum; C to year 4 maximum; and B year 7 maximum.

COLA (new): Details unavailable at this time.

Continuing Education Teachers: Summer School - Effective Summer 1992, \$29 (\$27.22) per hour. Effective Summer 1993 and 1994, \$29.50 and \$30 respectively. Rates include vacation and holiday pay.

Health and Welfare: Vision - Effective September 1, 1992, maximum claim is \$200 (\$150) per insured person every 2 years.

Dental - Effective September 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective February 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/93	Aug. 31/93
General Increases		.66%	.33%
Teacher Category A 0-11 years*		\$26,974-\$46,538 (\$26,798-\$46,227)	\$27,063-\$46,691
Teacher Category A1 0-11 years		\$28,877-\$49,524 (\$28,689-\$49,193)	\$28,972-\$49,687
Teacher Category A4 0-11 years		\$34,643-\$63,034 (\$34,414-\$62,618)	\$34,757-\$63,242

* An extra step has been added requiring additional academic training.

Allowances: Responsibility - Increased in accordance with general increases except for Consultant, which remains at \$5,496.

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 450 employees, settled at the bargaining stage. Duration of negotiation - 1 1/2 months.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Sept. 1/93</u>
	General Increases	1%	1%
	Teacher-Category I 0-11 years	\$29,575-\$50,687 (\$29,282-\$50,185)	\$29,871-\$51,194
	Teacher-Category IV 0-11 years	\$34,343-\$63,520 (\$34,003-\$62,891)	\$34,686-\$64,155
	Vice-Principal 0-3 years	\$71,254-\$75,549 (\$70,549-\$74,801)	\$71,967-\$76,304
	Principal 0-3 years	\$79,413-\$85,567 (\$78,627-\$84,720)	\$80,207-\$86,423
	Effective	<u>Feb. 1/94</u>	<u>June 1/94</u>
	General Increases	1%	1.23%
	Teacher-Category I 0-11 years	\$30,169-\$51,706	\$30,540-\$52,342
	Teacher-Category IV 0-11 years	\$35,033-\$64,797	\$35,464-\$65,595
	Vice-Principal 0-3 years	\$72,687-\$77,067	\$73,581-\$78,015
	Principal 0-3 years	\$81,009-\$87,287	\$82,005-\$88,361

Previous rates and responsibility allowances for teachers, vice-principal and principal reflect an additional adjustment of .2% during previous agreement.

Allowances: Responsibility - \$2,262-\$5,656 (\$2,240-\$5,600) for Departmental Head depending on level.

Extra Degree - Masters, \$790 (\$782).

Other Degree - \$379 (\$375).

Effective September 1, 1993 to June 1, 1994, above allowances are increased in accordance with the general salary increases.

The following applies to regular teachers only unless stated otherwise.

Bereavement Leave: 3 (1) days' paid leave upon death of brother/sister-in-law.

Paid Maternity Leave: Benefit is 75% (60%) of salary for the 2-week UIC waiting period.

Health and Welfare: Drugs - Plan covers generic drugs unless prescription states no substitutes (new).
Major Medical - Deluxe Travel Plan and Paramedical Rider coverage is provided (new).
Hearing (new) - Effective April 1, 1993, maximum lifetime claim is \$300.
Dental - Effective September 1, 1993, maximum lifetime claim for orthodontic services is \$3,500 (\$1,500).

Stormont, Dundas and Glenora County Board of Education at Cornwall - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1992, covering 430 employees, settled at the bargaining stage. Duration of negotiation - 4 months.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Apr. 1/93</u>	<u>Sept. 1/93</u>
General Increases			\$300	\$600
Pay Equity Adjustments		*		
Teacher Category-A 0-11 years	\$27,106-\$51,500 (new)		\$27,406-\$51,800	\$28,006-\$52,400
Teacher Category-A1 0-11 years			\$30,695-\$51,800 (\$30,395-\$51,500)	\$31,295-\$52,400
Teacher Category-A4 0-11 years			\$35,290-\$63,970 (\$34,990-\$63,670)	\$35,890-\$64,570
	Effective	<u>Jan. 1/94</u>	<u>Apr. 1/94</u>	
General Increases		\$300	\$300	
Teacher Category-A 0-11 years*		\$28,306-\$52,700	\$28,606-\$53,000	

Teacher Category-A1 0-11 years	\$31,595-\$52,700	\$31,895-\$53,000
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Teacher Category-A4 0-11 years	\$36,190-\$64,870	\$36,490-\$65,170
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* Teacher-Categories D, C and B deleted and replaced with Teacher-Category A.

Paid Preparation Time: Effective September 1, 1993, 160 (120) minutes per week.

Health and Welfare: Effective September 1, 1992, employer pays 100% (90%) of premium costs for Semi-Private Hospitalization, Major Medical, Dental and Vision Care.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/92	Sept. 1/93
General Increases		2%	2%
Teacher-Level A 0-10 years*		\$25,917-\$49,570 (new)	\$26,435-\$50,561
Teacher-Level A1 0-10 years		\$28,780-\$49,570 (\$28,216-\$48,595)	\$29,356-\$50,561
Teacher-Level A4 0-12 years		\$34,742-\$64,466 (\$34,061-\$63,194)	\$35,437-\$65,755
<u>Principal</u> 0-2 years			
B Schools		\$73,352-\$76,292 (\$71,914-\$74,796)	\$74,819-\$77,817
A Schools		\$75,098-\$78,038 (\$73,625-\$76,506)	\$76,600-\$79,598

* In accordance with the Pay Equity Plan, Teacher-Category D, C and B were deleted and replaced with a new Category A, during the term of the previous agreement.

Responsibility Allowances: Increased in accordance with general salary increases.

Paid Maternity Leave (new):	Benefit is 90% of weekly wage during the 2-week UIC waiting period.
Health and Welfare:	<u>Life Insurance for Dependents (new)</u> - Employer pays 100% of premium costs. Benefit is \$5,000 for spouse and \$2,500 for child. <u>Vision and Hearing</u> - Maximum claim is \$200 (\$150) per person every 2 years. <u>Dental</u> - Coverage is based on the 1991 (1990) ODA fee schedule. Effective September 1, 1993, the 1992 ODA fee schedule.
Special Leave Incentive Plan (new):	Effective September 1, 1993, employee on half-time leave between September 1 to January 31 or February 1 to June 30th receives 1 month's salary or 60% of annual salary for that school year.

Waterloo County Board of Education at Kitchener - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 1,387 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	1.3%
	Teacher-Category 1 0-10 years	\$29,789-\$50,797 (\$29,407-\$50,145)
	Teacher-Category 4 0-10 years	\$36,496-\$64,004 (\$36,028-\$63,183)
	Vice-Principal and Co-ordinator 0-4 years	\$71,722-\$76,855 (\$70,802-\$75,869)
	Principal 0-4 years	\$79,511-\$86,779 (\$78,491-\$85,665)

COLA Provision: Inoperative. (Previously, percent per percent change in the CPI from August 1991 to August 1992. Triggered at 5.5% and capped at 8%. Payable as a lump sum in 1992.)

Allowances: Responsibility - Increased in accordance with the general salary increase.

Home Instruction Rate: \$22.98 (\$22.69) per hour plus mileage.

Education Fund: Employer contributes \$302,890 to education fund. (Previously, \$298,742.50 or \$215 per full-time equivalent teacher.)

Paid Education Leave: Maximum 1 (2) days per year for writing exams.

Paid Committee Leave: Maximum 2 (3) days per year for appointed or elected member of a municipal council, standing committee, commission or library board.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC)
(plant operations and food service employees): A 22-month renewal agreement effective from July 1, 1992 to April 30, 1994, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 10 days.

Wages:	Effective	<u>July 1/92</u>	<u>Jan. 1/93</u>	<u>May 1/93</u>
	General Increases	1.5%	1%	1%
	Food Services Assistant	\$12.09 (\$11.91)	\$12.21	\$12.33
	Electrician	\$17.78 (\$17.52)	\$17.96	\$18.14

Vacation Pay: Unused vacation credits are paid to employees who leave the university within the first year of employment. (Previously, 4% of the pay received during the period of their employment.)

HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre Inc., I.O.D.E. Unit and Riverview Unit - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from April 1, 1992 to March 31, 1994, covering 369 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	General Increases	1%	2%
	Skilled Trades Adjustment	3¢ prior to general increase for Maintenance and Maintenance Trades	
	<u>Prince Road Unit</u>		
	Dietary Helper	\$12.70-\$13.15 (\$12.57-\$13.02)	\$12.95-\$13.41

Orderly	\$13.98-\$14.71 (\$13.84-\$14.56)	\$14.26-\$15.00
Carpenter	\$15.14-\$16.00	\$15.44-\$16.32
Painter- Maintenance	(\$14.99-\$15.84)	

Maximum rates are reached after 1 year.

Weekend Premium (new): Effective April 1, 1993, 45¢ per hour.

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC) (full-time social workers, childcare workers, general and office services and other employees): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	.5%	Based on Comsoc transfer payment

Annual Rates

Level 2 (includes Clerk Typist) \$20,613-\$24,028
(\$20,510-\$23,908)

Level 12 (includes Social Worker) \$35,076-\$47,488
(\$34,901-\$47,252)

Maximum rates for Clerk Typist are reached after 4 annual increases, and for Social Worker, after 7 annual increases.

Long Service Bonus: Effective January 1, 1993, salary bonus of \$350 (\$300) per year for employees with 15 or more years of service.

Paid Vacation: 1 additional day for each additional year of completed service up to 25 for employees with 9 (10) years of service. 1 additional day for each additional year of completed service up to 30 for employees with 20 years of service (new).

Paid Paternity Leave: 12 (10) days within 3 months of birth of child.

Paid Union Leave: 10 days per calendar year for the first vice-president or designate (new).

Health and Welfare: Benefit coverage extended to same sex spouse (new).

Vision - Effective July 1, 1993, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective July 1, 1993, coverage is based on the 1992 (1990) ODA fee schedule.

Legal Services Plan (new): Employer provides legal counsel and pays reasonable costs to employees who are being sued in the civil courts for conduct alleged to have occurred during the course of duty.

Mileage Allowance: Effective July 1, 1993, 30¢ (29¢) per kilometre.

Thunder Bay City Corporation, Homes for the Aged - Local 268, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from June 29, 1990 to June 28, 1992, covering 470 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>June 29/90</u>	<u>Jan. 1/91</u>	<u>June 28/92</u>
General Increases		90¢		45¢
Pay Equity Adjustments			33¢-94¢ for certain classifications	
Housekeeping Aide		\$12.62-\$12.88 (\$11.72-\$11.98)	\$12.95-\$13.22	\$13.40-\$13.67
R.N.A.		\$14.49-\$14.76 (\$13.59-\$13.86)	\$15.41-\$15.70	\$15.86-\$16.15
Engineer Handyman		\$15.53-\$16.19 (\$14.63-\$15.29)		\$15.98-\$16.64
Effective		<u>Jan. 1/92</u>	<u>Jan. 2/92</u>	
General Increases				45¢
Pay Equity Adjustments			12¢-49¢ for certain classifications	
Housekeeping Aide		\$13.59-\$13.84	\$14.04-\$14.29	
R.N.A.		\$15.98-\$16.64	\$16.43-\$17.09	
Engineer Handyman			\$16.43-\$17.09	

Previous rates for Housekeeping Aide and R.N.A. reflect pay equity adjustments of 34¢-91¢ per hour.

Maximum rates are reached after 2 years.

Acting Pay:	Effective June 3, 1992, \$3.15 (\$3) per shift for employees temporarily transferred to a higher classification for 4 or more hours.
Paid Vacation:	Effective June 27, 1992, 5 weeks after 15 (16) years of service and 6 after 25 (new).
Bereavement Leave (full time):	1/2 day's paid leave upon death of family member not covered by other bereavement leave entitlement, or to act as pallbearer (new).
Paid Parental Leave (new):	Employer pays the difference between weekly UIC benefits and 75% of regular weekly earnings for a maximum of 10 weeks.
Health and Welfare:	<u>Major Medical</u> - Effective September 1, 1992, annual deductibles are \$25 (\$10) for single coverage and \$50 (\$20) for family coverage. \$15 per visit to a maximum of 20 visits per year to a licensed chiropractor (new).
Education Allowance:	Employer pays 100% of tuition fees for work related courses.
Meal Allowance:	Effective June 3, 1992, \$3.50 (\$2.75) after 2 hours of overtime.

PROVINCIAL ADMINISTRATION

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 15-month renewal agreement effective from October 1, 1991 to December 31, 1992, covering 2,500 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/91</u>
	General Increases	1%
	<u>Weekly Rates</u>	
	<u>Clerical and Administrative</u>	
	36 1/4 hours per week	
	Salary Grade 001 (Records Control Clerk 3)	\$400.55-\$441.26 (\$396.58-\$436.89)
	Salary Grade 009 (includes Buyer-DRC)	\$673.49-\$827.13 (\$666.82-\$818.94)
	<u>Industrial</u>	
	37 1/2 hours per week	

Salary Grade 021	\$448.70
(Sewing Machine Operator)	(\$444.26)

Salary Grade 032	\$746.70
(includes Electrician)	(\$739.31)

Maximum rate for Record Clerk is reached after 18 months and for Buyer-DRC after 3 years.

Paid Vacation: Effective July 1, 1992, 5 weeks after 15 (16) years of service.

Health and LTD - Employer pays 100% (75%) of premium costs.
Welfare:

Drugs - Employer pays 100% (90%) of premium costs.

Vision - Maximum claim is \$200 (\$150) every 2 years for adults and every 1 (2) year for children under age 18.

Paid Adoption 2 weeks at 93% of weekly wages plus an additional 10 weeks at
Leave (new): the difference between 93% of weekly wages and UIC benefit.

Paid Union Union President receives paid leave for term of office (new).
Leave:

Meal Allowance: \$7.50 (\$5) after 2 hours of unscheduled required overtime.

Negotiation Up to 2 days' paid leave when preparing proposals, for member
Leave (new): of the negotiation committee.

LOCAL ADMINISTRATION

Brampton City Corporation - Local 1068, International Fire Fighters (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 258 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Dec. 31/92

General Increase	4.25%
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Annual Rates

Fire Fighter	\$33,881
4th Class	(\$32,500)

Fire Fighters	\$52,125
1st Class	(\$50,000)

Assistant	\$72,975
Deputy	(\$70,000)

Bereavement 1 duty day off upon death of brother-in-law, sister-in-law,
Leave: son-in-law and daughter-in-law (new).

Paid Holidays: 2 half days are added for a total of 12 (11) days.

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1993, 2 (1) times annual salary to the next highest \$1,000.

Vision - Effective August 1, 1992, maximum claim is \$200 (\$175) every 2 years.

Continuation of Benefits - In the event of death of employee while off-duty, employee's spouse receives benefit coverage for 3 months. Effective January 1, 1993, surviving spouse of employee who dies on duty or who elected early retirement receives benefits up to 3 years. In both of the above provisions, after benefits expire, surviving spouse may elect to pay for continuation of benefits up to age 60 (new).

Education Allowance: Special Allowance - Employee attending Ontario Fire College receives \$50 (\$35) out of pocket expense.

Job Security: Employer guarantees no lay-off or roll back of wages during the life of agreement (new).

London City Police Services Board - Police Association (Ind.) (civilian employees and police officers): Two 24-month renewal agreements effective from January 1, 1992 to December 31, 1993, covering 537 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	Jan. 1/92	Oct. 1/92
General Increases		1.7%	1.7%
Cadet 0-2 years		\$21,090-\$24,685 (\$20,738-\$24,272)	\$21,449-\$25,104
Constable 1st Class		\$50,870 (\$50,020)	\$51,735
Superintendent 0-2 years		\$75,758-\$80,046 (\$74,492-\$78,708)	\$77,046-\$81,407
Effective		Jan. 1/93	July 1/93
General Increases		2.5%	1.5%
Additional Adjustments		Restructuring of salary grid	
Cadet		\$21,985-\$25,732	\$22,315-\$26,118
Constable 1st Class		\$53,029	\$53,824

Superintendent \$78,972-\$83,442 \$80,157-\$84,694

Effective January 1, 1993, 2nd year Inspector's salary is 144% of 1st Class Constable's salary. 1st year Inspector's salary is 138% of 1st Class Constable's salary. 2nd year Superintendent's salary is 163% of 1st Class Constable's salary (new).

Hours of Work (civilian): Lunch Period - Effective January 1, 1993, \$8 if relief hour is not allowed (new).

Overtime Pay (civilian): Effective January 1, 1993, double time (time and one-half) for work on Sundays.

Overtime: Employee may accumulate overtime to a maximum of 80 hours, paid down to 40 hours in December of every year. (Previously, no maximum stated and no pay out.)

Court Time (uniform): Effective July 1, 1992, employee attending morning session after hours worked on a shift ending at 3 (4) a.m. and required in attendance until 2:30 p.m. (previously, for a minimum of 30 minutes), is entitled to court time credits or time worked in lieu.

Court Time Travel (uniform) (new): Effective January 1, 1993, employee required to travel in excess of 250 kilometres from London and required to stay overnight, receives 8 hours of overtime or day off in lieu consecutive to next scheduled days off.

Paid Union Leave: 6 employees paid for 5 (4) days per year to attend police convention.

Health and Welfare: Major Medical - Effective January 1, 1993, maximum claim per disability is \$10,000 (\$5,000) for private duty home nursing.

Vision - Effective January 1, 1993, maximum claim is \$150 (\$120) every 36 months, includes 12 month prescription charge rider.

Dental - Effective January 1, 1993, employer pays 100% (90%) of the premium costs.

Clothing Allowance (uniform): Effective January 1, 1993, \$950 (\$910) per year for regular employee working in plain clothes and \$657 (\$670) for senior officers.

Cleaning Allowance: Effective January 1, 1993, \$25 (\$20) per month cleaning allowance.

Training: Allowance: Effective January 1, 1993, \$8 (\$6) per day for constable assigned to field training of probationary employee.

Mileage Allowance: Effective January 1, 1993, 28¢ per kilometre for attending college and training courses. (Previously, 25¢ per kilometre for first 400 km, 20¢ per km for next 400 km and 13¢ per km for all additional km.)

Legal Fees: Effective January 1, 1993, maximum payment of \$400 plus G.S.T. (\$300).

North York City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 652 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>	<u>Sept. 1/92</u>
	General Increases	4%	2.3%	4%	1.4%
	<u>Annual Rates</u>				
	Fire Fighter 4th Class	\$37,065 (\$35,639)	\$37,918	\$39,435	\$39,987
	Fire Fighter 1st Class	\$49,420 (\$47,519)	\$50,557	\$52,579	\$53,315
	Platoon Chief	\$74,130 (\$71,279)	\$75,835	\$78,868	\$79,973

Paid Vacation: Effective January 1, 1992, 6 weeks after 23 (24) years of service. 1 extra week of vacation after 30 years of service only (new).

Health and Welfare: LTD - Maximum benefit is \$5,000 (\$4,500).

Major Medical - Effective July 1, 1992, chiropractic coverage is up to \$225 per year (new).

Vision - Effective January 1, 1992, maximum claim is \$165 (\$150) every 2 years. Effective July 1, 1992, \$175.

Dental - Effective April 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective April 1st, 1992, the 1992 ODA fee schedule.

Continuation of Benefits - Effective January 1, 1991, employer pays 100% (50%) of premium costs for Hospital, Surgical and Medical benefits for current and future retirees.

Addenda

April 1992 Settlements

PRIMARY METAL

Algoma Steel Corporation Limited, Steelworks and Tube Division at Sault Ste Marie and Algoma Ore Division at Wawa - Locals 2251, 2288, 3933, 4509, 5048 and 5595, United Steelworkers (AFL-CIO/CLC) and Local 29, Bricklayers International (AFL-CIO/CLC) and Local 917, United Transportation Union (AFL-CIO/CLC) (clerical, technical, marine, mine, production and maintenance mill employees): Nine 50-month renewal agreements effective from June 1, 1992 to July 31, 1996, covering 6,464 employees, settled at the bargaining stage and ratified in April 1992. Duration of negotiations - 1 month.

Previous agreements were due to expire July 31, 1993. Ontario Labour Relations Board must approve the termination of the existing agreements before the 1992-1996 collective agreements become effective.

Wages:

Effective First Effective Day

General Reduction \$2.89

Steelworks

Job Class 2 \$12.302
(Labourer) (\$15.192)

Job Class 24* \$16.526
(Electrician/ (\$19.416)
Maintenance
Technician)

* Previously Job Class 20 (Electrician).

Effective Feb. 1/93 Aug. 1/93 Jan. 1/94

General 45¢ 10¢ 22¢
Increases

COLA Fold-in \$1.50

Labourer \$12.752 \$14.352 \$14.572

Electrician/ \$16.976 \$18.576 \$18.796
Maintenance
Technician

Effective Jan. 1/95 Jan. 1/96

General 23.5¢ 18.5¢
Increases

Labourer	\$14.807	\$14.992
Electrician/ Maintenance Technician	\$19.031	\$19.216

Previous rates became effective February 1, 1992, following the scheduled increase in the current agreements.

COLA: \$1 COLA float generated during the current agreement continues to float.

Effective August 1, 1992, 50¢ COLA advance is added to the float for a total of \$1.50.

Effective August 1, 1993, 1¢ per 0.125 point in the CPI - 1981=100. Adjusted quarterly. Folded into wages annually. COLA advance to be recovered by reduction of 12.5¢ per quarter. (Basic formula is unchanged.)

Bonus and Incentive Payments: Frozen at the 1991 average and effective to January 1, 1996.

Paid Vacation: Effective in 1993 and 1994 for all bargaining unit employees, all entitlements including vacation pay, greater than 2 weeks, is reduced by one week. Thereafter, entitlement schedule will revert back to present practice.

No change in Health and Welfare benefits or Pension Plans during the life of the agreement.

Excess Cash Flow Bonus Plan (new): Based on excess cash flow. Previous Profit/loss sharing plans are deleted.

Work Force Reductions: Accelerated workforce reductions contained in the business plan working from a base of 5,800 employees will be as follows:

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>Total</u>
Reductions	550	550	300	140	48	1,588

Employee Ownership (new): First 10% of company stock is allocated to all (bargaining unit and management) employees and based on each employees participation in the last year's interim wage reduction. All shares are held in trust and employee is not entitled to receive any shares until death or retirement. Subsequent shares to a maximum of 60% of company stock, is governed on the same basis of entitlement as the bargaining units pension plan.

Paid Union Leave: Restructuring Support and Resources - Effective in the first contract year, all unionized employees receive 1-day paid leave to participate in an orientation session. Three paid days for up to 100 delegates/stewards in the first year and 2 days in

subsequent years. Five days for union training for up to 25 union representatives on the Steering Committee and task forces.

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association - Local 183, Labourers

(AFL-CIO): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 450 employees, settled at the bargaining stage and ratified in April 1992. Duration of negotiations - 5 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
General Increases		39.5¢	82¢	1.025
Apartment Builder		\$22.825 (\$22.43)	\$23.645	\$24.67

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, training and legal funds.

Legal Fund: Effective May 1, 1993, 7¢ (5¢) per hour worked per employee.

Toronto and Vicinity Residential Framing Contractors Association at OLRB Area 8 -

Local 183, Labourers (AFL-CIO) (housing carpentry): A 36-month renewal agreement effective from April 30, 1992 to April 30, 1995, covering 1,500 employees, settled at the bargaining stage and ratified in April 1992. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
Increases			89¢	80¢
Hourly Piece work			5¢ per square foot	10¢ per square foot
Additional Adjustments		\$1 for fork lift driver	25¢	25¢
General Labourer			\$25.23 (\$24.34)	\$26.03
Carpenter			\$28.53 (\$27.64)	\$29.33

Package rates shown include wages, holiday and vacation pay and employer contributions to welfare, pension and training and industry funds.

Clean-up Premium (Pieceworkers):	An additional 10¢ per square foot while performing clean-up work (new).
Legal Benefits Fund (new):	Effective May 1, 1992, 5¢ per hour for each hour worked to the Labourers' Local 183 Prepaid Legal Benefits Fund. Effective May 1, 1993, 7¢.
Industry Fund:	Employer pays GST on payments (new). 4¢ (unchanged) per employee per hour.
Wage Security Fund (new):	\$50,000 or other form of security to be held for security for payment of wages if union requires.

May 1992 Settlements

CLOTHING

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from September 15, 1991 to September 14, 1992, covering 200 employees, settled at the conciliation officer stage and ratified in May 1992. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 15/91</u>
		No increase in rates that were in effect at the expiry of the previous agreement

Hourly Rates

Embroidery

Trimmers and Loaders	\$5.65-\$6.22 (\$5.65-\$6.22)
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Cutting

Promotion and Big Lays	\$11.31-\$12.44 (\$11.31-\$12.44)
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Maximum rates for Trimmers and Loaders are reached after two 3-month increases and for Promotion and Big Lays, after two 6-month increases.

METAL FABRICATING

Samuel, Son and Co. Limited at Mississauga - Local 6398, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1992 to May 6, 1994, covering 311 employees, settled at the bargaining stage and ratified in May 1992. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>May 6/92</u>	<u>May 6/93</u>
General Increases		40¢	40¢
Job Class Increment		29¢ (28¢)	30¢
Group 1 (includes Helper Shipping)		\$14.72 (\$14.32)	\$15.12
Group 15 (includes Electrician)		\$18.73-\$18.78 (\$18.19-\$18.24)	\$19.27-\$19.32

Maximum rate for Electrician is reached after 4 months.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, above 436 (412) points. Adjusted quarterly. (Formula did not trigger.) 1 ¢ diversion to Union Education Fund if formula triggers.

Health and Welfare: Vision - Maximum claim is \$135 (\$120) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Continuation of Benefits for Retirees (new) - Employer pays the premium costs for Major Medical and Dental for employees retiring at age 63 and 64.

Pension Plan: Basic Benefit - \$25 (\$24) per month per year of service. Effective May 6, 1993, \$26.

Pension Indexing - Effective May 1, 1993, adjustment to equal 50% of the increase in the CPI 1981=100 from March 1992 to March 1993. Triggered at 4% and capped at 8%. (Basic formula unchanged.)

Safety Shoe Allowance: Varies according to work or location. Ranging from \$30 (unchanged) for new employees to \$76 (\$66) for maintenance employees.

Union Education Fund: Employer contributes \$3,500 (unchanged) in each contract year.

CONSTRUCTION

London Sewer, Watermain, Curb, Gutter and Sidewalk Contractors - Local 1059, Labourers (AFL-CIO): A 19 1/2-month renewal agreement effective from May 11, 1992 to December 31, 1994, covering 350 employees, settled with mediation assistance and ratified in May 1992. Duration of negotiations - 7 months.

Package:	Effective	<u>May 11/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	50¢	50¢	\$1
	Labourer	\$21.07 (\$20.57)	\$21.57	\$22.57
	Miner	\$21.68 (\$21.17)	\$22.17	\$23.17

Package rates shown includes wages, holiday and vacation pay and employer contributions to the welfare, pension and training funds and 2¢ to industry fund.

Training Fund: Effective January 1, 1993, 10¢ (5¢).

Meal Allowance: \$14 (\$12) per day for all employees, except Watchmen, who work after 7 p.m.

Room and Board Allowance: Effective January 1, 1993, \$56 (\$55) per day.

Travel Allowance: Employer provides daily transportation and pays each employee \$9 (\$18) per day for work outside 40 km. free travel zone area. Employer provides transportation and \$18 (\$27) per day for work 60 km. (120 km.) from London City Hall. Employees required to provide own transportation for work outside free zone receive \$9 per day (32¢ per km.)

London Sewer, Watermain, Curb, Gutter and Sidewalk Contractors Section of the London and District Construction Association - Local 793, International Union of Operating Engineers (AFL-CIO/CFL): A 19 1/2-month renewal agreement effective from May 11, 1992 to December 31, 1994, covering 250 employees, settled with mediation assistance and ratified in May 1992. Duration of negotiation - 7 months.

Package:	Effective	<u>May 11/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	50¢	50¢	\$1
	Small Tool Repair	\$21.67 (\$21.17)	\$22.17	\$23.16

Engineers (Includes Power Shovels)	\$24.35 (\$23.85)	\$24.85	\$25.85
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Package rates shown includes wages, holiday and vacation pay and employer contributions to the welfare and pension plans, as well as 15¢ to the training fund and 2¢ to the employer industry fund.

Meal Allowance: \$14 (\$12) per day for all employees, except Watchmen, who work after 7 p.m.

Room and Board Allowance: Effective January 1, 1993, \$56 (\$55) per day.

Travel Allowance: Employer provides daily transportation and pays each employees \$9 (\$18) per day for work outside 40 km. free travel zone area. Employer provides transportation and \$18 (\$27) per day for work 60 km. (120 km.) from London City Hall. Employees required to provide own transportation for work outside free zone receive \$9 per day (32¢ km.).

Ontario Concrete and Drain Contractors Association, OLRB Area 8 and Simcoe County - Local 183, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 482 employees, settled at the post mediation bargaining stage and ratified in May 1992. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
General Increases		40¢	\$1.09	\$1.03
Labourer		\$23.60 (\$23.20)	\$24.69	\$25.72
Combination Skilled Worker		\$25.80 (\$25.40)	\$26.89	\$27.92

Package rates shown include wages, holiday and vacation pay and employer contributions to welfare, pension, legal and training funds.

Pension Plan: Employer contributions to Health Plan in excess of maximum allowable amount revert to Pension Plan (new).

Effective May 1, 1993, employer contributions to the following funds are:

Educational and Training Fund (Labourers) (new): 2¢ per hour.

National Health and Safety Fund (new): 2¢ per hour.

Employers Co-operation and Education Fund (new): 1¢ per hour.

Legal Benefits Fund: 7¢ (5¢) per hour

Industry Fund 15¢ (8¢) per hour earned per employee.

Travel Allowance: No expenses paid on jobs within boundaries of new map. On jobs outside area, if employer vehicle is provided, \$8 per day. Effective May 1, 1994, \$10. (Previously, per diem payment of \$10-\$32 for Zones 2-5).

Mileage Allowance: 35¢ per kilometre from nearest boundary point.

Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors Association - Local 183, Labourers (AFL-CIO): A 36-month renewal agreement effective from May 1, 1992, to April 30, 1995, covering 380 employees, settled at the bargaining stage and ratified in May 1992. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
General Increases		49¢	\$1.10	55¢
Labourer		\$26.38 (\$25.89)	\$27.48	\$28.03
Steel Installer		\$28.58 (\$28.09)	\$29.68	\$30.23

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and training funds.

Welfare Fund: Employer contributes 80¢ (\$1.30) per hour worked. Effective May 1, 1993 and May 1, 1994, 90¢ and \$1 respectively.

Pension Fund: Employer contributes \$1.42 (\$1) per hour worked. Effective May 1, 1993 and May 1, 1994, \$1.52 and \$1.62 respectively.

Training and Industry Fund: Employer contributes 35¢ (17¢) per hour worked. Effective May 1, 1993, 40¢.

Prepaid Legal Fund (new): Employer contributes 5¢ per hour worked. Effective May 1, 1993, 7¢.

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide
- Local 787, Plumbers (AFL-CIO/CFL) (service employees): A
36-month renewal agreement effective May 1, 1992 to April 30,
1995, covering 900 employees, settled at the bargaining stage
and ratified in May 1992. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	75¢	\$1.30	\$1.50
	Journeyman Refrigeration Mechanic Zone 4 (north of Barrie)	\$33.14 (\$32.39)	\$34.44	\$35.94
	Journeyman Mechanic Zone 1 (Includes Toronto)	\$34.79 (\$34.04)	\$36.09	\$37.59

Package rates shown includes wages, vacation and holiday pay,
and employer contributions to welfare, pension and 15¢ to
training funds.

Bereavement Leave:	3 days' paid leave upon death of grandparent and grandparent- in-law (new).
Travel Allowance:	Deleted. Added to basic wages. (Previously, all Journeymen received 75¢ per hour.



Labour Management Services
Ontario **Office of Collective Bargaining Information**

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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

JULY 1992



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: the after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement	Cdn. TV and Radio Artists (CLC) (freelance empls.)	262
Canadian National Railway Co., system-wide	Cdn. Auto Wkrs. (CLC) (Shopcraft Carmen)	255
Canron Inc., Eastern Structural Div., Etobicoke	Employees' Assn. (Ind.)	243
Capital Supermarkets (1988) Ltd., c.o.b. as Loeb Convent Glen, Gloucester	Retail, Wholesale Empls. (AFL-CIO/CLC)	271
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H. J. Heinz Co. of Canada, Leamington	Food and Commercial Wkrs. (AFL-CIO/CLC) (production, maintenance, office, clerical, technical and quality control empls.)	238
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Loeb Inc., Ottawa	Teamsters (AFL-CIO) (Ottawa Grocery Warehouse, Drivers, Ottawa Produce Warehouse and Capital City Transport Limited-Garage)	270
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Petro-Canada Inc., Products Div., Lake Ontario Refinery, Mississauga	Energy and Chemical Wkrs. (CLC)	245
Plasterers Employer Bargaining Agency, province-wide	Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	254
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St. Joseph's General Hospital of North Bay Inc., North Bay	Ont. Nurses Assn	277
St. Joseph's Health Centre, London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	279
Standard Products (Canada) Ltd., Plants 1 and 2, Stratford	Railway, Transport and General Wkrs. (CLC)	267
Toronto and Vicinity Ready Mix Companies	Teamsters (AFL-CIO)	245
Toronto Star Newspapers Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	242
Via Rail Canada Inc., system -wide	Railway, Transport and General Wkrs. (CLC) (off and on-train empls.)	255

MINES

Sifto Canada Inc. at Goderich - Local 16, Energy and Chemical Workers (CLC):
A 32-month renewal agreement effective from July 20, 1992* to March 31, 1995, covering 263 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

* Previous agreement expired March 31, 1992.

Wages:	Effective	July 19/92	Apr. 1/93	Apr. 1/94
General Increases		3%	3%	3.5%
Skilled Trades Adjustments		Maintenance Lead Hand Group 1 20¢		
Additional Adjustments		Warehouseman 1¢		
Labourer		\$18.53 (\$17.99)	\$19.09	\$19.75
Maintenance Group 1		\$20.94 (\$20.13)	\$21.57	\$22.32

Lump Sum Settlement Payment: \$350 per employee in lieu of retroactive pay.

Pension Plan: Money Accumulation Plan (new) - Effective November 1, 1992, employer contributes 2% of earnings. If employee contributes, employer provides an incentive match of 25¢ for each \$1 employee contributes up to 6% of earnings, plus a profit share match of an additional 75¢ for each \$1 employee contributes up to 6% of earnings. Employee may make voluntary contributions up to 9% of earnings. (Previously, Domtar Plan in effect.)

Job Security: Employee on seniority list as of April 1, 1990 (as of signing date) will not be laid off due to productivity improvements.

Meal Allowance: Effective April 1, 1994, \$9 (\$8) after 2 hours of overtime.

Safety Shoe Allowance: Effective April 1, 1994, \$70 (\$65) per year.

FOOD AND BEVERAGE

H.J. Heinz Company of Canada Limited at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (production, maintenance, office, clerical, technical and quality control employees):
Three 24-month renewal agreements effective from May 1, 1992 to April 30, 1994, covering 970 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/92</u>	<u>May 1/93</u>
	COLA Fold-in	83¢	83¢
	<u>Plant Employees</u>		
	Grade I (Light Production Worker "B")	\$15.52 (\$14.69)	\$16.35
	Grade X (Skilled Maintenance "A")	\$17.53 (\$16.70)	\$18.36
	<u>Start Rate</u> - \$8 per hour (\$10.50).		

COLA: Clause inoperative during term of this agreement. (Previously 1¢ per 0.325 point change in the CPI - 1971=100, using the April 1990 index as the base. Adjusted quarterly.) (Basic formula is unchanged.)

Training Fund (new): Employer pays \$200,000 per contract year for training.

Safety Shoe Allowance (new): \$50 per year.

TEXTILE

Coats Patons, Previously Patons and Baldwins Canada Inc., at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1992 to April 30, 1994, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 3/92</u>	<u>May 2/93</u>
	Increases	31¢ or 2.8% whichever is greater	27¢ or 2.4% whichever is greater
	Additional Adjustments	Minor restructuring of wage grid	
	Labourer	\$10.15-\$10.30 (\$ 9.84-\$ 9.99)	\$10.42-\$10.57
	Electro- Mechanic #4	\$15.15-\$15.44 (\$14.74-\$15.02)	\$15.51-\$15.81
	Maximum rate for Labourer is reached after 1 year and for Electro-Mechanic #4 after 6 months.		

Probationary Period: First 40 working days (first 2 months of employment).

Health and Welfare: Weekly Indemnity - \$45 (\$43) per day after 2 (3) days of disability retroactive to first day, to a maximum of 10 days.

Drugs - Family deductible is \$25 (\$50) per employee.

Dental - Family deductible is \$25 (\$50) per employee. Coverage continues to be based on the previous year's ODA fee schedule.

CLOTHING

Levi Strauss and Co. (Canada) Inc. at Brantford - Local 551, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1992 to August 1, 1995, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/92</u>	<u>Aug. 1/93</u>	<u>Aug. 1/94</u>
	Increases		20¢-29¢	20¢-32¢
	Additional Adjustments	Major restructuring of wage grid*		
	Grade II (includes Material Handler)	\$9.90 (\$9.00-\$9.45)	\$10.16	\$10.41
	Grade V (includes Shipping/Receiving)	\$10.70-\$11.44 (\$9.30-\$10.00)	\$10.87-\$11.73	\$11.05-\$12.05

*Involves conversion from Incentive System to Alternative Work Styles.

New rates include team and plant bonus.

Paid Vacation: Effective August 1, 1993, 5 weeks after 20 (21) years of service. Effective August 1, 1994, 5 after 19.

Weekend Premium (new): Wash Department - 50¢ per hour worked.

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$13,000). Effective August 1, 1993 and 1994, \$17,500 and \$20,000 respectively.

Dental (new) - Employer pays 80% of premium costs. Plan provides 100% re-imbursement for preventive services and 80%-20% co-insurance for basic services. Maximum annual claim is \$1,000 per family member.

Education Allowance: Maximum 100% reimbursement for tuition and books for job related courses (new).

PAPER AND ALLIED

MacMillan Bathurst, previously MacMillan Bathurst Inc. at Toronto, St. Thomas, Pembroke and Whitby - Various Locals, IWA-Canada (AFL-CIO/CLC):
Four 36-month renewal agreements effective from January 1, 1992 to December 31, 1994, covering 535 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 13/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	1.5% with a minimum of 25¢	2.5% plus 10¢*	3%
	Additional Adjustments	Some classifications deleted and some added		
	General Labour	\$15.27 (\$15.02)	\$15.75	\$16.12
	Electrician (St. Thomas/Whitby)	\$18.24 (\$17.97)	\$18.80	\$19.26
	* 10¢ of the January 1, 1994 increase is advanced to January 1, 1993.			
	<u>Student Rate (new)</u> - Effective January 1, 1993, \$12.25 per hour. Effective January 1, 1994, \$12.50.			
Lump Sum Settlement Payment:	\$450 per employee in lieu of retroactivity.			
Shift Premium:	Effective January 1, 1993, 0-40¢-60¢ (0-40¢-55¢).			
Lead Hand Premium:	35¢ (25¢) per hour.			
Wash-up Period:	5-minute period at end of shift is deleted where applicable.			
Paid Vacation (Pembroke):	Sick time to a maximum of 4 months to be counted as time worked for vacation purposes (new).			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective August 1, 1992, employer pays 100% of the premium costs. Benefit is \$65,000. (Previously, varied depending on location.)			
	<u>Weekly Indemnity</u> - Effective July 13, 1992 benefit is \$426 (\$365) per week or UIC maximum whichever is greater.			
	<u>LTD</u> - Benefit increased in accordance with general salary increases (new) to a maximum of \$1,500 (unchanged).			

Dental - Effective August 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective January 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

Meal Allowance: Pembroke (new) - \$5.25 after 2 hours of overtime following regular shift.

Safety Shoe Allowance: \$52 (\$40) per year. Effective January 1, 1993 and 1994, \$62 and \$72 respectively.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 1,600 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>July 9/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
General Increases		2%	2%	3%
<u>Weekly Rates</u> (35 hours per week)				
Non-Printing Employees				
Office	\$441.50-\$500.18	\$450.33-\$510.18	\$463.84-\$525.49	
Messenger	(\$432.84-\$490.37)			
Reporter	\$700.27-\$1,080.18	\$714.28-\$1,101.78	\$735.71-\$1,134.83	
	(\$686.54-\$1,059.00)			
News Editor	\$1,174.03 (\$1,151.01)	\$1,197.51	\$1,233.44	

Maximum rates for Office Messenger are reached after 1 year and after 6 years for Reporter.

Lump Sum Settlement Payment: Effective July 25, 1992, \$250 for full-time employees and \$125 for part-time employees.

COLA: Effective January 1, 1994, additional lump sum payment of \$500 per full-time employee to a maximum of \$1,500 if the CPI increases by more than 3% from December 1992 to December 1993. Pro-rated for part-time employees and employees with less than 1 year of service in 1993.

Health and
Welfare:

AD & D - Effective January 1, 1993, benefit is \$200,000 (\$100,000).

Vision - Effective January 1, 1994, maximum claim is \$175 (\$150) per person every 2 years.

Dental - Coverage is based on 1990 (1988) ODA fee schedule. Maximum annual claim for basic services is \$1,000 per person and maximum claim for major restorative services is \$3,500 per person every 3 years. (Previously, no maximum.) Effective January 1, 1993 and 1994, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan:

Basic Benefit - Base year is updated to 1989 (1987). Effective January 1, 1993, current retirees benefit increased by 7.5%. Effective January 1, 1994, base year is 1991.

Early Retirement - Benefit reduced by 4% per year of retirement prior to age 62. (Previously, reduced by 1% per year at age 61, 2% at age 60, 3% at age 59 and 4% from age 55 to 58.)

METAL FABRICATING

Canron Inc., Eastern Structural Division at Etobicoke - Employees' Association (Ind.): A 24-month renewal agreement effective from July 13, 1992 to July 12, 1994, covering 221 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:

Effective	<u>July 13/93</u>
General Increase	2%
Additional Adjustments	New group 9 Trainee all trades
Group 8* (includes Helper)	\$13.89 (\$13.62)
Group 1 (includes Certified Electrician)	\$20.73 (\$20.32)

*Hired before July 13, 1992.

Start Rate - \$2 below lowest rate for Groups 1 to 7 (new).

COLA:

Deleted. (Previously, 1¢ per 0.5 point increase in the CPI - 1971=100. Triggered at 5%. Formula did not trigger.)

Paid Rest
Period:

Paid half-hour lunch period for second and third shift eliminated.

Vacation Pay:

2 weeks after 1 year (6 months) of service.
6% after 5 years of service, 8% after 12 and 10% after 20.
(Previously, 6.5% after 5, 8.5% after 12 and 10.5% after 20.)

Health and Welfare: Semi-Private Hospitalization - \$60 per day. (Previously, 100% of cost.)

Private Hospitalization - Deleted. (Previously, plan paid the difference between average semi-private rate and private room limit.)

Major Medical - 80%-20% co-insurance. (Previously, \$10 deductible for single coverage and \$20 for family coverage.) Out-of-Canada coverage is eliminated. (Previously, plan paid the difference between actual expenses and amounts covered by OHIP.)

Drugs - 80%-20% co-insurance. (Previously, 35¢ deductible per prescription.)

Dental - Employer pays 80%-20% co-insurance for basic and endodontic services. (Previously, full reimbursements.) Coverage continues to be based on the current year's ODA fee schedule.

Tool Allowance: \$100 (\$50) per year for maintenance employees.

NON-METALLIC MINERAL PRODUCTS

London, Hamilton and Vicinities Ready Mix Companies - Local 141 and 879, Teamsters (AFL-CIO): Seventeen 24-month renewal agreements effective from April 1, 1992 to March 31, 1994, covering 349 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	General Increase		45¢
	Additional Adjustment	30¢ for Boom Truck Operator (Boehmer's Building Supplies)	
	<u>Canada Building Materials</u> <u>London</u>		
	Labour-Plant Maintenance	\$20.55 (\$20.55)	\$21.00
	<u>Boehmer's</u> <u>Hamilton & Vicinity</u>		
	Garage Mechanic	\$21.25 (\$21.25)	\$21.70

Witness Leave: Paid leave will apply when employee is required to appear on behalf of the company (new).

Health and Welfare: Dental - Effective August 1, 1992, coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Employer Contribution - Effective January 1, 1993, \$215 (\$205) per eligible employee per month. Effective January 1, 1994, \$225.

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (AFL-CIO):
Fifteen 24-month renewal agreements effective from April 1, 1992 to March 31, 1994, covering 750 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages: Effective Apr. 1/93

General Increase 40¢

Canada Building Materials

Helper/Yardman \$21.70
(\$21.30)

Batcher \$21.90
(\$21.50)

Overtime Pay: Time and one-half up to 1 p.m. on Saturday and double time thereafter. (Previously, double time for all hours worked on Saturday.)

Health and Welfare: Dental - Coverage continues to be updated to the previous year's ODA fee schedule.

Pension Plan: Employer Contribution - Effective January 1, 1993, \$200 (\$190) per month per employee. Effective January 1, 1994, \$220.

PETROLEUM AND COAL PRODUCTS

Petro-Canada Inc., Petro Canada Products Division, Lake Ontario Refinery at Mississauga - Local 593, Energy and Chemical Workers (CLC):
A 24-month renewal agreement effective from February 1, 1992 to January 31, 1994, covering 331 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Feb. 1/92 Feb. 1/93

General Increases 3% 2%

Mississauga
Refinery

Labourer	\$15.99 (\$15.52)	\$16.31
Mechanic 1	\$23.70 (\$23.01)	\$24.17
Master Operator	\$25.62 (\$24.87)	\$26.13

Shift Premium: 8-Hour Continuous Shift - 42¢-87¢-\$1.50 (41¢-84¢-\$1.46).
Effective February 1, 1993, 43¢-89¢-\$1.53.

12-Hour Continuous Shift - 58¢ (56¢) per hour worked between
8 a.m. and 8 p.m. and \$1.29 (\$1.25) between 8 p.m. and 8 a.m.
Effective February 1, 1993, 59¢ and \$1.32 respectively.

Day Worker - 87¢-\$1.50 (84¢-\$1.46) for day worker required to
work the afternoon or night shift respectively. Effective
February 1, 1993, 89¢ and \$1.53 respectively.

Paid Vacation: Effective January 1, 1994, 5 weeks after 19 (20) years of
service.

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC):

Two 18-month renewal agreements effective from July 16, 1992 to
January 31, 1994, covering 809 employees, settled at the post
conciliation bargaining stage. Duration of negotiations - 12
months.

Wages:	Effective	<u>Feb. 1/92</u>	<u>Feb. 1/93</u>
	General Increases	3%	2%
	Additional Adjustments	*	
	Utility "A" (Main Bargaining Unit)	\$15.59 (\$15.14)	\$15.90
	Chief Operator	\$24.42 (\$23.71)	\$24.91

* Restructuring of wage grid and introduction of a flexible
workforce arrangement.

Shift Premium: 18-Hour Shifts - 0-84¢-\$1.49 (0-82¢-\$1.45). Effective February
1, 1993, 0-86¢-\$1.52.

12-Hour Shifts - 57¢-\$1.28 (55¢-\$1.24). Effective February 1,
1993, 58¢-\$1.31.

Industrial Mechanic Premium: 35¢-\$1.04 (34¢-\$1.01) per hour for skilled trades employee undergoing job upgrading training. Effective February 1, 1993, 36¢-\$1.06.

Flexibility Premium (new): 45¢-\$1.10 depending on training level, for operator using industrial mechanic skills.

Paid Vacation: Effective January 1, 1994, 5 weeks after 18 (19) years of service.

Health and Welfare: Weekly Indemnity - Benefit is \$372-\$632 (\$360-\$590), depending on job classification. Effective February 1, 1993, \$380-\$644.

LTD (Main Bargaining Unit) - Benefit is \$1,500-\$2,400 (\$1,450-\$2,300) depending on job classification. Effective February 1, 1993, \$1,550-\$2,400.

CONSTRUCTION

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Acoustical Association of Ontario, Residential Flooring Contractors Association of Ontario, Caulking Contractors Association of Ontario, Industrial Contractors Association of Canada and Interior Systems Contractors of Ontario, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO/CLC) (industrial, commercial and institutional construction): A 33-month renewal agreement effective from August 1, 1992* to April 30, 1995, covering 14,000 employees, settled with mediation assistance. Duration of negotiations 3 1/2 months.

* Previous agreement expired April 30, 1992.

Package:	Effective	<u>Aug. 1/92</u>	<u>May 1/93</u>
	Increases		
	Toronto	75¢	60¢
	All other areas	55¢	60¢

JOURNEYMAN CARPENTER

Local 93, Ottawa	\$27.12	\$27.72
Zone 3, Pembroke	(\$26.57)	
Toronto District Council, Local 27 Zone 8	\$32.25 (\$31.50)	\$32.85

ACOUSTICAL AND DRYWALL

Local 2041, Ottawa	\$28.55 (\$28.00)	\$29.15
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Local 18, Hamilton	\$31.09 (\$30.54)	\$31.69
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CAULKING

Local 27, Toronto	\$28.11 (\$27.36)	\$28.71
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RESILIENT FLOOR WORKERS

Western Ontario District Council	\$27.79 (\$27.24)	\$28.39
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Local 27, Toronto	\$29.90 (\$29.15)	\$30.50
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Effective	<u>May 1/94</u>	<u>Nov. 1/94</u>
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Increases

Toronto	60¢	75¢
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All other Areas	70¢	85¢
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JOURNEYMAN CARPENTER

Local 93, Ottawa	\$28.42	\$29.27
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Local 27, Toronto	\$33.45	\$34.20
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ACOUSTICAL & DRYWALL

Local 2041, Ottawa	\$29.85	\$30.70
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Local 18, Hamilton	\$32.39	\$33.24
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CAULKING

Local 27, Toronto	\$29.31	\$30.06
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RESILIENT FLOOR WORKERS

Western District Council	\$29.09	\$29.94
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Local 27, Toronto	\$31.10	\$31.85
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Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Foreman Premium: CARPENTERS

Local 785 & 18 - \$2 (\$1.50) per hour. Effective May 1, 1994, \$2.25.

Local 446, Sudbury - 10% (8%).

Local 1669, Thunder Bay - Effective May 1, 1993, \$2.25 (\$2).

Local 27, OLRB Area 8 - \$2.80 (\$2.60).

Local 2451, 2050 & 2222, Stratford, Owen Sound and Goderich - \$2.25 (\$2). Effective May 1, 1993 and 1994, \$2.50 and \$2.75 respectively.

ACOUSTICAL & DRYWALL

Local 18, Hamilton Zone 1 - Effective May 1, 1994, \$2.25 (\$2).

RESILIENT FLOOR WORKERS

Local 18, Hamilton - Effective May 1, 1994, \$2.25 (\$2).

Local 27, Toronto - \$1.55 (\$1.40).

CARPENTERS

Local 18, Hamilton - Effective May 1, 1994, \$1.25 (\$1).

Local 27, OLRB Area 8 - \$2.10 (\$2).

ACOUSTICAL & DRYWALL

Local 18, Hamilton Zone 1 - Effective May 1, 1994, \$1.25 (\$1).

RESILIENT FLOOR WORKERS

Local 18, Hamilton - Effective May 1, 1994, \$1.25 (\$1).

Local 18, Niagara Zone 2 - 8% (\$1).

CARPENTERS

Local 18, Hamilton - Effective May 1, 1993, 30¢ (28¢) per kilometre.

Local 18, Niagara - 30¢ (29¢) per kilometre.

Local 2486, Sudbury - 30¢ (28¢) per kilometre. Effective May 1, 1993 and 1994, 32¢ and 34¢ respectively.

Local 1669, Thunder Bay - Effective May 1, 1993, 29¢ (28¢). Effective May 1, 1994, 30¢.

Local 27, OLRB Area 8 - 33¢ (32¢) per kilometre. Effective May 1, 1993, 34¢.

Local 27, OLRB Area 18 - 33¢ (32¢) per kilometre outside of the free zone to a maximum of \$24.75 (\$24) per day. Effective May 1, 1993, 34¢ per km to a maximum of \$25.

Lead Hand
Premium:

Mileage
Allowance:

ACOUSTICAL & DRYWALL

Local 18, Hamilton Zone 1 - 29¢ (28¢) per kilometre. Effective May 1, 1993, 30¢.

Local 18, Niagara Zone 2 - 30¢ (29¢) per kilometre.

CAULKERS

Local 27, Toronto - 29¢ (28¢) per kilometre. Effective May 1, 1993, 30¢.

RESILIENT FLOOR WORKERS

Local 18, Hamilton - 29¢ (28¢) per kilometre. Effective May 1, 1993, 30¢.

Local 18, Niagara Zone 2 - 30¢ (29¢) per kilometre.

Local 27, Toronto - 33¢ (29¢) per kilometre. Effective May 1, 1993, 34¢.

Room and Board: CARPENTERS

Local 18, Hamilton (new) - Employee reimbursed for normal expenses upon presentation of receipt.

Local 1669, Thunder Bay - Effective May 1, 1993, \$28.50 (\$28) per day. Effective May 1, 1994, \$29.

ACOUSTICAL & DRYWALL

Local 18, Hamilton (new) - Employee reimbursed for normal expenses upon presentation of receipt.

Local 18, Niagara Zone 2 - \$37.80 (\$36.35) per work day for work between 100 and 250 kilometres radius of Allanburg. \$37.50 (\$36.35) for 7 days per week for work more than 250 kilometres away.

Local 1316, London - \$47.25 (\$39.93) per day for work in 97-241 kilometres radius of London. \$57.75 (\$44.90) for more than 241 kilometres.

RESILIENT FLOOR WORKERS

Local 18, Hamilton (new) - Employee reimbursed for normal expenses upon presentation of receipt.

Local 18, Niagara Zone 2 (new) - Employee reimbursed normal expenses upon presentation of receipts.

Hours of Work: CARPENTERS

Local 18, Niagara (previously, Local 38, St. Catharines) - 40 (36) hours per week. Five 8-hour days (previously, 4 x 8 and 1 x 4). Effective May 1, 1994, 36 hours per week.

Local 2041, Ottawa - 40 hours per week for work in occupied premises (new).

RESILIENT FLOOR WORKERS

Local 18, Niagara Zone 2 - 40 (36) hours per week. Five 8-hour days (previously, 4 x 8 and 1 x 4). Effective May 1, 1994, 36 hours per week.

Travel Allowance: CARPENTERS

Local 18, Niagara - \$5.55 - \$10.32 (\$5.34-\$9.92) for 0-40 kilometres. \$13.53 (\$13.01) for more than 40 km.

Local 27, OLRB Area 8 - Zone 1 - No allowance (unchanged).
Zone 2 - \$6 (\$5.60). Zone 3 - \$7 (\$6.30)

ACOUSTICAL & DRYWALL

Local 18, Niagara Zone 2 - \$5.55-\$20.00 (\$5.34-\$19.24) per day for 0-60 kilometres.

Local 1316, London - For 48-64 kilometres - \$13.44 (\$7.59)
For 64-80 kilometres - \$16.80 (\$10.94)
For 80-97 kilometres - \$20.37 (\$15.99).

Local 2041, Ottawa - Free zone extended to 0-56 kilometres (Previously, 0-19 km; \$21.21 per day for travel from 19-56 km deleted). \$40 (\$34.39) for work beyond 56 km. Effective May 1, 1993 and 1994, \$45 and \$55 per day respectively.

RESILIENT FLOOR WORKERS

Local 18, Niagara Zone 2 - \$5.55-\$10.32 (\$5.34-\$9.92) per day for 0-32 kilometres. \$13.53 (\$13.01) for more than 32 km.

Meal Allowance: CARPENTERS

Local 93, Ottawa Zone 2 - \$6 (\$3) after 2 hours of overtime.

Local 93, Ottawa Zone 3 - \$6 (\$2) after 2 hours of overtime.

Height Premium: CARPENTERS

Local 2486, Sudbury - Deleted. (Previously, 25¢ per hour for industrial work above 50 feet plus 10¢ per hour for every 50 additional feet.)

Danger Premium: CARPENTERS

Local 27, OLRB Area 8 - 75¢ (43¢) for Journeymen working under pressure or in a bosun chair.

Parking Allowance: CARPENTERS - Local 27, OLRB Area 8 - \$4 (\$3.30) per day worked.

CAULKING - Local 27, Toronto - \$3.70 (\$3) per day.

Metropolitan Toronto Plumbing and Heating Contractors Association, a Division of the Mechanical Contractors Association in OLRB Area 8 - Local 46, Plumbers, Residential Division (AFL-CIO/CFL): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 700 employees, settled at the post mediation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>July 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	General Increases	58¢	\$1.35	\$1.70
	Journeyman	\$33.63 ((\$33.05))	\$34.98	\$36.68

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, 15¢ to training, 1¢ to alcohol and drug funds and 3¢ to Bill 162.

Pension Fund: Employer Contribution - Effective July 1, 1992, \$3.15 (\$3) per hour earned per employee. Details unavailable for 1993 and 1994.

Welfare Fund: Employer Contribution - Effective July 1, 1992, \$2.63 (\$2.60) per hour earned per employee. Details unavailable for 1993 and 1994.

Training Fund: Employer Contribution - Effective July 1, 1992, 15¢ (12¢) per hour earned per employee.

Bill 162 (new): Employer Contribution - 3¢ per hour earned to the Local Union Employee Benefit Plan.

Board Allowance: Effective July 1, 1992, \$31 (\$29) per day worked. Effective May 1, 1993 and 1994, \$33 and \$35 respectively.

Parking Allowance: Effective July 1, 1992, \$5.50 (\$3.50) per day worked. Effective May 1, 1993 and 1994 \$7.50 and \$9.50 respectively.

Travel/Mileage Allowance: Effective July 1, 1992, 36¢ (35¢) per kilometre. Effective May 1, 1993 and 1994, 38¢ and 39¢ respectively.

Millwrighting Contractors Association of Ontario Inc., province-wide - Millwright District Council, Carpenters (AFL-CIO/CLC) (industrial, commercial and institutional construction): A 34-month renewal agreement effective from July 17, 1992 to April 30, 1995, covering 2,000 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>July 17/92</u>	<u>May 1/93</u>	<u>May 1/94</u>	<u>Nov. 1/04</u>
General Increases		85¢*	\$1	\$1	50¢
Journeyman Millwright		\$32.29 (\$31.39)	\$33.29	\$34.29	\$34.79

* Does not include 5¢ to Bill 162.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, 5¢ to industry, 5¢ to apprenticeship assistance, 10¢ to training and 20¢ to district council promotion funds, and 5¢ to Bill 162.

Welfare Fund: Employer Contribution - \$1.45 (\$1.35) per hour earned per employee. Effective May 1, 1993 and 1994, \$1.65 and \$1.85 respectively.

Pension Fund: Employer Contribution - \$2.63 (\$2.56) per hour earned per employee. Effective May 1, 1993 and 1994, \$2.71 and \$2.81 respectively. Effective November 1, 1994, \$3.

SUB Fund: Employer Contribution - 25¢ (15¢) per hour earned per employee.

Bill 162: Employer Contribution - 5¢ per hour earned per employee to the Millwright Benefit Trust Fund.

Promotion Fund: Employer Contribution - 20¢ (10¢) per hour earned per employee to the Millwright District Council of Ontario Promotion Fund.

Commuting, Travel, Transfer and Board Allowances:	<u>Commuting:</u>	Effective	<u>July 17/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
16.1-24 kms*		\$5.25	(\$5.20)	\$5.36	\$5.47
24.1-32 kms		\$7.07	(\$7.00)	\$7.21	\$7.35
32.1-40 kms		\$8.69	(\$8.60)	\$8.86	\$9.04
40.1-80 kms		\$15.55	(\$15.40)	\$15.86	\$16.18

*\$5.20 (unchanged) for Kitchener.

Board Allowance:

	Effective	<u>July 17/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
80-120 kms		\$30.80	(unchanged)	
120-180 kms		\$34.50	(\$33.00)	\$36.00
over 180 kms		\$62.00	(\$59.40)	\$63.00

Mileage Allowance: 32¢ (30¢) per kilometre.

Tool Allowance: Maximum \$1,400 (\$1,200) per employee.

Plasterers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, and Walls and Ceilings Contractors Association, province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>July 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
	Increases			
	Toronto	15¢	60¢	\$1
	Sudbury	15¢	60¢	\$1
	Windsor	15¢	60¢	\$1.25

Journeyman Plasterers

Local 598, Sudbury	\$25.87 (\$25.72)	\$26.47	\$27.47
Local 598, Toronto	\$29.19 (\$29.04)	\$29.79	\$30.79

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and promotion and training funds.

Apprenticeship Rules: Rates based on 1200 (900) hour increments.

Travel Allowance: Effective July 1, 1992, 28¢ (25¢) per kilometre outside of free zone.

Room and Board Allowance: Effective July 1, 1992, maximum \$47 (\$45) per day. Effective May 1, 1993 and 1994, \$49 and \$51 respectively.

TRANSPORTATION

Canadian National Railway Company, system-wide - Local 100, Canadian Auto Workers (CLC)* (Shopcraft Carmen**): A 24-month renewal agreement effective from January 1, 1992, to December 31, 1993, covering 815 Ontario employees, settled at the conciliation commissioner stage. Duration of negotiations - 9 months.

*Previously Canadian Railway Carmen (AFL-CIO/CLC).

**Previously bargained with other Shopcraft Unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
General Increases		52.6¢	54.2¢
Coach Cleaner		\$14.036 (\$13.510)	\$14.578
Layout Man		\$18.399 (\$17.873)	\$18.941

Other changes are similar to those reported for Canadian National Railway Co. and Electrical Workers (IBEW) in the May 1992 report.

Via Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC) (on and off-train employees): Two 24-month renewal agreements effective from January 1, 1992 to December 31, 1993, covering 518 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
General Increases		3%	3%
<u>On-Train Employees</u>			
Service Attendant 0-37 months		\$469.80-\$587.24 (\$456.12-\$570.14)	\$483.89-\$604.86
Service Co-ordinator 0-19 months		\$656.09-\$728.99 (\$636.98-\$707.76)	\$675.78-\$750.86
<u>Off-Train Employees</u>			
B Level includes Junior Clerk 0-157 weeks		\$388.25-\$517.67 (\$376.94-\$502.59)	\$399.90-\$533.20
Senior Counter Sales Agent		\$717.44 (\$696.54)	\$738.96

Note: All other changes are similar to those reported for Via Rail Canada Inc. and Boilermakers, Sheet Metal Workers, Plumbers, Electrical Wkrs. (IBEW) and Machinists in the June 1992 report.

COMMUNICATION

Canada Post Corporation, system-wide - Canadian Union of Postal Workers (CLC)
(letter carriers, mail couriers, technical and inside employees): A 66-month renewal agreement* effective from August 1, 1989 to January 31, 1995, covering 19,018 Ontario employees, settled at bargaining stage during legislated arbitration. Duration of negotiations - 38 months.

* Previously, 7 agreements including Public Service Alliance of Canada, Letter Carriers Union of Canada and International Brotherhood of Electrical Workers (IBEW).

Wages:	Effective	<u>Aug. 1/89</u>	<u>Aug. 1/90</u>	<u>Aug. 1/91</u>
General Increases		50¢	67¢	36¢
Additional Adjustments		wage grid restructured		
Postal Technical Support-1		\$10.89-\$11.33 (\$10.39-\$10.83)	\$11.56-\$12.00	\$11.92-\$12.36
Postal Operations Clerk Level 4		\$14.33-\$14.74 (\$13.83-\$14.24)	\$15.00-\$15.41	\$15.36-\$15.77
Electronic Postal Systems Specialist-4		\$21.22-\$26.79 (\$20.72-\$26.29)	\$21.89-\$27.46	\$22.25-\$27.82
	Effective	<u>Aug. 1/92</u>	<u>Aug. 1/93</u>	<u>May 1/94</u>
General Increases		50¢	37¢	42¢
Postal Technical Support-1		\$12.42-\$12.86	\$12.79-\$13.23	\$13.21-\$13.65
Postal Operations Clerk 4		\$15.86-\$16.27	\$16.23-\$16.64	\$16.65-\$17.06
Electronic Postal Systems Specialist-1		\$22.75-\$28.32	\$23.12-\$28.69	\$23.54-\$29.11

Lump Sum Settlement Payment: Effective December 1991, \$3,600 for full-time employee and \$1,800 for part-time employee.

COLA (new):	Effective September 1, 1991 to July 31, 1993, 1¢ per 0.26 point change in the CPI - 1971=100 index, using the August 1991 as the base. Triggered at 6.3% and folded into wages on August 31, 1993. Effective August 1, 1993 to January 31, 1995, based on the July 1993 index. Triggered at 5.8%.
Shift Premium:	0-95¢-\$1.15 (Previously, 0-85¢-\$1.05 for IBEW and PSAC.)
Weekend Premium:	\$1.15 (Previously, \$1.05 for IBEW and PSAC.)
Hours of Work:	<u>Paid Lunch</u> - Effective September 1, 1992, routes will be restructured, over a 30-month period, to include 1/2 hour paid lunch for letter carriers and mail service couriers (new). Effective September 30, 1992, 1/2 hour paid lunch for General Labour and Trades and General Services. (new)
Paid Vacation:	Effective April 1, 1992, 5 weeks after 17 (20) years of service. Effective April 1, 1993, 5 after 14, 6 after 28 (30) and 7 after 33 (35). <u>Pre-retirement Leave</u> - Employee aged 55 with 20 years of service or aged 60 with 5 years of service, entitled to 1 week of retirement leave per year to a maximum of 5 weeks (new for CUPW general services-non supervisory).
Night Shift Recovery:	1/3 day's paid leave for employee with 3 years of seniority for every 16 night shifts during 4 week period. (Previously, 1 day every 4 months for employee working a minimum of 66 night shifts during that period or 3 days every 12 months after 200 nights during year; varies depending on merging unit.)
Additional mail Premium (new):	2.5¢ per non-standard piece delivered by letter carriers.
Health and Welfare:	<u>Dental</u> - Effective September 1, 1992, coverage is based on 1991 (1987) ODA fee schedule. Effective January 1, 1994 and 1995, based on 1992 and 1993 fee schedules respectively.
Joint Service Expansion/Skills Development Fund (new):	<u>Employer Contribution</u> - \$200,000 to start fund with additional \$750,000 per quarter to a maximum of \$5,000,000.
Union Education Fund (new):	<u>Employer Contribution</u> - 3¢ for each hour of regularly scheduled work to the CUPW fund.
Day Care Fund (new):	<u>Employer Contribution</u> - \$200,000 to start fund with additional \$200,000 per quarter plus 3/10ths of one percent of postal operations income to a maximum of \$2,000,000.
Job Security:	No Layoff for full-time employees hired prior to October 27, 1991, provided employee agrees to be displaced up to 40 km. No layoff for employee hired after October 27, 1991 if employee agrees to be displaced anywhere beyond 40 km. limit.

Contracting Out (new): Level I and II maintenance work will not be contracted out before January 1, 1995. Nine months notice given before contracting out Mail Service Carrier work.

RETAIL TRADE

844364 Limited c.o.b. as Loeb IGA Park Road at Timmins - Local 429, Retail, Wholesale Employees (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 16, 1992 to May 16, 1994, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 16/92</u>	<u>May 16/93</u>	<u>May 16/94</u>
Increases:				
Full-time Employees		35¢	30¢	35¢
Part-time Employees		10¢-20¢	10¢-20¢	10¢-20¢
Additional Adjustments		2 new full-time classifications added		
Pay Equity Adjustments		Clerk/Cashier upgraded to Grocery Clerk rate		
<u>Full-time Employees</u>				
Clerk/Cashier		\$8.70-\$16.60 (\$8.15-\$15.65)	\$9.00-\$16.90	\$9.35-\$17.25
Meat Cutter		\$9.10-\$17.50 (\$8.75-\$17.15))	\$9.40-\$17.80	\$9.75-\$18.15

Maximum rates for Clerk/Cashier and Meat Cutter are reached after 24 months.

Sunday Premium (new): \$1.50 per hour worked.

Acting Pay (Part-time): Employee temporarily transferred to full-time position for more than 1 week, receives the full-time starting rate or a 35¢ (20¢) per hour premium whichever is greater.

Bereavement Leave: Full-time - 4 (3) days' paid leave upon death of parent, spouse, brother, sister or child. Maximum 4 days to attend funeral outside of the 500 kilometre radius of the City of Timmins, for all eligible employees.

Part-time - 2 (1) days' paid leave upon death of parent, spouse, brother, sister or child, on a previously scheduled work day.

Jury Duty
Leave (Part-
time) (new):

Employee receives the difference between regular daily wages and fees received.

Health and
Welfare:

The following benefits apply to full-time employees only.

Weekly Indemnity (new) - Employer pays 100% of premium costs. Benefit is 67% of regular earnings to a maximum of \$650. Payable on a 1-4-17 basis.

LTD (new) - Employer pays 100% of premium costs. Benefit is 66.7% of regular earnings to a maximum of \$2,500 per month, following exhaustion of Weekly Indemnity benefits, to age 65.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$200 per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Safety Shoe
Allowance:

\$70 (\$60) per calendar year. Effective May 15, 1993, \$75.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective September 1, 1991 to August 31, 1993 covering 1,200 employees, settled by arbitration. Duration of negotiations 17 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>	<u>Mar. 1/93</u>
General Increases		2.5%	1.67%	1.9%
Additional Adjustments			\$350 for each step of Principal's Grid*	
Teacher- Category I 0-10 years		\$31,908-\$50,331 (\$31,130-\$49,103)	\$32,441-\$51,172	\$33,057-\$52,144
Teacher- Category IV 0-10 years		\$36,665-\$61,398 (\$35,771-\$59,900)	\$37,277-\$62,423	\$37,985-\$63,609
Vice- Principal 0-3 years		\$68,866-\$72,860 (\$67,186-\$71,083)	\$70,016-\$74,076	\$71,346-\$75,484

Principal \$75,842-\$81,047 \$77,464-\$82,756 \$78,936-\$84,328
0-3 years (\$73,992-\$79,070)

* To be applied prior to general increase.

Allowances/
Continuing
Education: Increased in accordance with the general salary increases.

Paid Maternity
Leave: Effective September 1, 1992, 75% (50%) of weekly earnings for the 2-week UIC waiting period.

Health and
Welfare: Major Medical - Effective September 1, 1992, \$50 (\$20) per visit for physiotherapy, to a maximum of \$500 (\$400) per year.

Vision - Effective September 1, 1992, maximum claim is \$200 (\$175) every 2 years.

On-Call Time: 150 (200) minute per week maximum time on supervision/on-call. Pro-rated for part-time teachers.

HEALTH AND WELFARE SERVICES

Central Park Lodges at Hamilton, London, Ottawa and Toronto - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from June 1, 1991 to May 31, 1993, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>
	General Increases	4%	2.5%
	Domestic	\$11.01-\$11.62 (\$10.59-\$11.17)	\$11.29-\$11.91
	Cook 1	\$12.28-\$13.03 (\$11.87-\$12.53)	\$12.59-\$13.36
	R.N.A.	\$12.38-\$13.50 (\$11.90-\$12.98)	\$12.69-\$13.84

Maximum rates are reached after 2 annual increases.

Health and
Welfare: Weekly Indemnity - Benefit is \$210-\$230 (\$190-\$220) depending on classification.

Central Park Lodges at Toronto and Thunder Bay - Locals 204 and 268, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 309 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	3%	3%
	Additional Adjustments	27¢ for R.N.A.	25¢ for R.N.A.
	Domestic	\$10.96-\$11.68 (\$10.64-\$11.34)	\$11.29-\$12.03
	R.N.A.	\$12.88-\$13.59 (\$12.25-\$12.94)	\$13.52-\$14.26
	Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
	General Increases	3%	3%
	Domestic	\$11.63-\$12.39	\$11.98-\$12.76
	R.N.A.	\$13.93-\$14.69	\$14.35-\$15.13

Maximum rates are reached after 2 years.

Durham Regional Municipality, Home for the Aged at Whitby, Oshawa, and Beaverton - Local 132, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 800 employees, settled at the bargaining stage. Duration of negotiation - 20 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>July 1/92</u>
	Increases	5%-10%	68¢-96¢	5¢
	Additional Adjustments	Restructuring of wage schedule		
	Housekeeping Aide (\$11.86)	\$13.04	\$14.00	\$14.05
	R.N.A.	\$14.29 (\$13.30)	\$15.13	\$15.18
	Maintenance Worker II	\$14.67 (\$13.97)	\$15.35	\$15.40

Start Rates - Effective July 1, 1992, \$1.10 (55¢) less than job rate.

Shift Premium: Effective January 1, 1992, 55¢ (47¢) per hour.

Special Allowance (new): Effective January 1, 1992, 25¢ per hour for R.N.A. with a valid medication certificate.

Vacation Pay (part-time): Effective January 1, 1992, 8% after 10 years of service, 10% after 17 and 12% after 25 (new).

Health and Welfare: Life Insurance - Effective July 10, 1992, benefit is \$60,000 (\$55,000).

LTD - Effective July 10, 1992, maximum benefit is \$1,700 (\$1,500) per month.

Vision - Effective July 10, 1992, maximum claim is \$175 (\$130) per person every 2 years.

Dental - Effective July 10, 1992, coverage is based on the 1991 (1989) ODA fee schedule.

Safety Shoe Allowance (new): Maximum \$70.

SERVICES TO BUSINESS MANAGEMENT

Canadian Advertising Institute and Canadian Advertisers Association, National Commercial Agreement - Canadian TV and Radio Artists (CLC) (freelance employees.): A 12-month extended agreement effective from February 1, 1992 to January 31, 1993, covering 4,700 Ontario employees settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Feb. 1/92

No increase in rates that were in effect at the expiry of the previous agreement

Television (Short Life)
Session Fees*

Extra \$199.50
(\$199.50)

Principal or Solo Singer \$484.00
(on-camera) (\$484.00)

* Session fees shown represent 4 hours' work for Extra and 8 hours' work for Principal or Solo Singer (on-camera).

LOCAL ADMINISTRATION

Durham Regional Police Services Board at Oshawa - Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from January 1, 1992 to December 31, 1992, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>June 1/92</u>
	General Increases	2.5%	.4%
	<u>Annual Rates</u>		
	Constable 4th Class	\$37,429 (\$36,516)	\$37,579
	Constable 1st Class	\$51,271 (\$50,020)	\$51,475
	Staff Sergeant	\$64,088 (\$62,525)	\$64,344

Shift Premium: Employees on 12-hour shifts are eligible for 3-shift shift differential.

Paid Vacation: 4 weeks after 9 (10) years of service.

Paid Adoption Leave (new): Effective July 23, 1992, maximum 12 weeks at the difference between 75% of salary and UIC benefit.

Sick Leave Gratuity: Time off of up to 1 year or 50% of accumulated credits to maximum of 6 months' pay, for employee with up to 1 year of accumulated credits at retirement. Employee with more than 1 year of accumulated credits at retirement receives time off of up to 1 year and 50% of remaining credits to a maximum of 6 months' pay (new).

The following changes are effective July 23, 1992, unless stated otherwise.

Health and Welfare: LTD - Maximum benefit is \$3,600 (\$3,500) per month.

Major Medical - Maximum \$15 (\$12) per visit for the services of a Chiropractor, Naturapath, Osteopath or Podiatrist.

Vision - Maximum claim is \$175 (\$150) every 2 years.

Dental - Maximum lifetime claim for orthodontic services is \$1,800 (\$1,650) per dependent child. Coverage is extended to include fees for the extraction of wisdom teeth (new).

Mileage 60¢ (50¢) per kilometre.
Allowance:

Addenda

February 1992 Settlement

CONSTRUCTION

Ottawa Electrical Contractors' Association - Local 586, Electrical Workers (IBEW) (AFL-CIO-CFL) (residential construction): A 36-month renewal agreement effective July 1, 1992 to June 30, 1995, covering 1,400 employees, settled at the bargaining stage and ratified in February, 1992. Duration of negotiations - 1 month.

Package:	Effective	<u>Feb. 15/92</u>	<u>Aug. 1/92</u>
	Increases	\$1.10	18¢
	Journeyman	\$29.90 (\$28.80)	\$30.08

Package rates shown include wages, vacation and holiday pay and employer contributions to union funds.

The following employer contributions are effective August 1, 1992, and are per hour worked:

Welfare Fund:	\$1.28 (\$1.18).
Pension Fund:	\$2.66 (\$2.16).
Ontario Industry Fund:	8¢ (3.5¢).
Construction Council of Ontario	22¢ (2¢).
Education Fund (new):	5¢.
Bill 162 (new):	3¢.

May 1992 Settlements

TRANSPORTATION EQUIPMENT

A. G. Simpson Company Limited at Cambridge, Oakville, Oshawa, Scarborough and Windsor - Canadian Auto Workers (CLC): A 36-month renewal agreement effective from July 29, 1992 to July 28, 1995, covering 1,800 employees, settled at the bargaining stage and ratified in May 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 4/92</u>	<u>July 29/92</u>	<u>July 29/93</u>
	General Increases	15¢	35¢	37¢
	COLA Fold-in	97¢		
	Skilled Trades Adjustments		20¢	20¢
	Fabricator/Completer	\$16.21 (\$15.09)	\$16.56	\$16.93
	Tool & Die Maker	\$21.51 (\$20.39)	\$22.06	\$22.63

	Effective	<u>July 25/94</u>	<u>July 29/94</u>	<u>Oct. 24/94</u>
	General Increases	8¢	38¢	9¢
	Skilled Trades Adjustments		20¢	
	Fabricator/Completer	\$17.01	\$17.39	\$17.48
	Tool & Die Maker	\$22.71	\$23.29	\$23.38

	Effective	<u>Jan. 25/95</u>	<u>Apr. 24/95</u>
	General Increases	8¢	9¢
	Fabricator/Completer	\$17.56	\$17.65
	Tool and Die Maker	\$23.46	\$23.55

COLA: 1¢ per 0.13 point increase in the CPI - 1986=100, using the October 1992 index as the base. Adjusted quarterly. Effective July 25, 1993, 1¢ per 0.12 point increase in the CPI. Effective July 25, 1994 1¢ per 0.11. Effective January 23, 1995, 1¢ per 0.10.

Shift Premium: 0-35¢-45¢ (0-30¢-40¢). Effective July 29, 1993 and 1994, 0-40¢-50¢ and 0-45¢-55¢ respectively.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of spouse or child.

Paid Holidays: 1 day is added for a total of 13 (12) days. Effective July 29, 1993 and 1994, 14 and 15 days respectively.

Vacation Bonus: Effective July 29, 1994, \$100 per employee.

Health and
Welfare:

Life Insurance - Benefit is \$26,000 (\$25,000). Effective July 28, 1993 and 1994, \$27,000 and \$28,000 respectively.

Weekly Indemnity - Benefit is payable up to a maximum 40 (35) weeks. Employee waiting to receive WCB benefit is covered by this benefit even if the benefit is in dispute, for up to 4 weeks (new).

LTD - Benefit is \$1,400 (\$1,300) per month. Effective July 28, 1993 and 1994, \$1,500 and \$1,600 respectively.

Major Medical - Effective July 28, 1993, maximum benefit is \$40,000 (\$30,000). Out-of-province medical coverage is included (new).

Hearing (new) - \$750 per person every 3 years.

Vision - One prescription claim every 12 months (new). Effective July 28, 1994, maximum claim is \$170 (\$150) every 2 years.

Dental - Effective July 28, 1994, maximum coverage for dentures, crowns and bridges is \$1,200 (\$1,000).

Continuation of Benefits - Employee on a non-work related disability receives benefits up to 12 (3) months. Health care benefits are provided for current and future retirees (new).

Pension Plan:

Basic Benefit - \$22 (\$20) per month per year of service. Effective July 28, 1993 and 1994, \$24 and \$26 respectively.

Past Service Benefit - For service prior to July 29, 1989, \$11 (\$10) per month per year of service. Effective July 28, 1993 and 1994, \$12 and \$13 respectively. Employees receive 1 additional credited year of service.

Paid Legal
Services Plan
(new):

Employer Contribution - 2¢ per hour worked in the first contract year, 3¢ in the second year and 5¢ in the third year. Plan becomes effective July 29, 1994.

Tool Allowance
(new):

Employer pays 100% of premium costs for tool insurance. Skilled trade employee receives \$100 per year. Effective July 28, 1993 and 1994, \$150 and \$200 respectively.

TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Suspension Division at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1992 to February 1, 1995, covering 435 employees, settled at the bargaining stage and ratified in May 1992. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 7/92</u>	<u>Feb. 1/93</u>	<u>Feb. 1/94</u>
	General Increases		30¢	30¢
	Additional Adjustments	Restructuring of wage schedule to 18 (52) classifications		
	Labourer	\$15.16 (\$14.96)	\$15.46	\$15.76
	Electrician	\$18.11 (\$18.11)	\$18.41	\$18.71

Health and Welfare: Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective February 1993 and 1994, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$24 (\$23) per month per year of service. Effective February 1, 1993 and 1994, \$25 and \$26 respectively.

June 1992 Settlements

RUBBER AND PLASTICS PRODUCTS

Standard Products (Canada) Limited, Plants 1 and 2 at Stratford - Local 451, Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from October 1, 1992 to September 30, 1995 with wages retroactive to July 4, 1992, covering 500 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July. 4/92</u>	<u>Oct. 1/93</u>	<u>Oct. 1/94</u>
	General Increases	13¢	9¢	8¢
	Additional Adjustments	2¢ for Indirect Group; 24¢ for Group 9, Plant 1; 28¢ for Group 16, Plant 1; and 20¢ for Group 20 and 21, Plant 2 - Direct Group	2¢ for Indirect Group; and 5¢ for Group 20 and 21, Plant 2 - Direct Group	2¢ for Indirect Group
	<u>Plant 1</u>			
	<u>Direct Labour</u>			
	Group 1 Pool Light	\$9.93 (\$9.80)	\$10.02	\$10.10

Group 16	\$10.32	\$10.41	\$10.49
Cement Room	(\$9.91)		
Operator			

Indirect Labour

Group 13	\$12.06-\$12.11	\$12.17-\$12.22	\$12.27-\$12.32
(includes	(\$11.91-\$11.96)		
Material Handler)			

Group 15	\$12.74-\$12.94	\$12.85-\$13.05	\$12.95-\$13.15
Maintenance	(\$12.59-\$12.79)		

Maximum rates for Material Handler and Maintenance are reached after 90 days worked.

Start Rates-New Hires (new) - 85% of job rate, progressing to job rate with three 5% increases every 6 months

Lump Sum Settlement Payment: \$400 per employee.

COLA: \$2.50 generated during previous agreements continues to float.

1¢ per 0.12 point change in the CPI - 1986=100, using the July 1992 index as the base. Adjusted quarterly. 1¢ is diverted from the first 3 payments to fund the health and welfare plan. (Previously, 1¢ per 0.33 point change in the CPI - 1971=100. Formula did not trigger)

Shift Premium: 0-40¢-40¢ (0-35¢-35¢).

Health and Welfare: Weekly Indemnity - Benefit is \$190 for the first 17 weeks and \$300 for the next 15 weeks to a maximum of 32 weeks. (Previously, \$190 for a maximum of 32 weeks.) Effective October 1, 1993, \$350 for the last 15 weeks.

LTD (new) - Employer pays 100% of premium costs. Benefit is \$1,000 per month with CPP offsets to age 65.

Drugs - \$1 (35¢) deductible per prescription.

Vision - Maximum claim is \$160 (\$150) every 2 years. Effective October 1, 1993 and 1994, \$170 and \$175 respectively.

Dental - Coverage is based on 1990 (1989) ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,600 (\$1,500). Maximum annual claim for basic and major restorative services combined is \$1,600 (\$1,500). Effective October 1, 1993 and 1994, coverage is based on 1991 and 1992 ODA fee schedules respectively with maximum claims of \$1,650 and \$1,700 for orthodontic and basic/major services respectively.

Pension Plan: Money Purchase Plan replaces Defined Benefit Plan.

Employer Contribution - \$30-\$60 per month per employee depending on date of hire. In addition, employee may contribute \$10 per month to be matched by employer.

Past Service Benefit - Guarantee of \$15 per month per year of service from January 1, 1966. Payable for the term of the agreement. (Previously, \$13 per month per year of service.)

Employee Stock Purchase Plan: Employer contributes 25% of the cost to a maximum of \$300 (\$275) per month per employee.

CONSTRUCTION

Ontario Industrial Roofing Contractors Association, province-wide - Ontario Conference, Sheet Metal Workers, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 1,300 employees, settled with mediation assistance and ratified in June 1992. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/92</u>	<u>June 9/92</u>	<u>May 1/93</u>
	Increases	45¢	23¢*	65¢
	<u>Roofer #2</u>			
	Local 504, Sault Ste. Marie	\$24.21 (23.76)		\$24.86
	Local 30, Toronto	\$29.26 (28.81)	\$29.49	\$30.14
	Effective	<u>May 1/94</u>	<u>Nov. 1/94</u>	
	Increases	75¢	80¢	
	<u>Roofer #2</u>			
	Local 504, Sault Ste. Marie	\$25.61	\$26.41	
	Local 30, Toronto	\$30.89	\$31.69	

Package rates include wages, vacation and holiday pay, employer contributions to welfare (which includes 3¢ to WCB Bill 162), 20¢ (10¢) to the Roofers Promotion Fund, 9¢ (unchanged) to the Roofers Industry Fund and 2¢ (unchanged) to Bereavement Fund (Toronto only).

* Toronto only.

Health and
Welfare:

Employer Contribution -

Local 30, Toronto - 35¢ per hour worked (includes 3¢ to Bill 162) (new). Effective June 9, 1992, 58¢. Effective May 1, 1993 and Nov. 1, 1994, 94¢ and \$1.10 respectively.

Local 47, Ottawa - \$1.25 (\$1) per hour worked. Effective May 1, 1993 and 1994, \$1.35 and \$1.45 respectively.

Local 562, Kitchener - 88¢ (75¢).

The following changes are effective from May 7, 1992, unless specified otherwise:

Board
Allowances:

For distances greater than 80 km.

Increased by \$1.50 per day in each contract year for all areas, except \$2 per day for Local 397, Thunder Bay and Local 504, Sudbury and 75¢ per day meal allowance for Local 562, Kitchener.

Local 30, Toronto - \$49.50 (\$48) per day. Effective May 1, 1993 and 1994, \$51 and \$52.50 respectively.

Local 397, Thunder Bay - No Board Allowance - based on mileage.

Local 504, Sudbury - \$47.50 (\$45.50). Effective May 1, 1993 and 1994, \$49.50 and \$51.50.

Local 562, Kitchener - Daily Meal Allowance - \$27.75 (\$27). Effective May 1, 1993 and 1994, \$28.50 and \$29.25 respectively.

Mileage
Allowance:

36¢ (35¢) per km., except 33¢ (32¢) for Windsor. Effective May 1, 1993 and 1994, 37¢ and 38¢ respectively and 34¢ and 35¢ for Windsor.

Zone Allowance:

Increased by 1%. Effective May 1, 1993 and 1994, 2% and 2% respectively.

Pension Plan:

Employer Contribution - Local 397 Thunder Bay - \$1.70 (\$1.45) per hour worked.

Local 30, Toronto - Effective May 1, 1993, 25¢ per hour worked (new). Effective May 1, 1993 and May 1, 1994, 50¢ and 90¢ respectively.

WHOLESALE TRADE

Loeb Inc. at Ottawa - Local 91, Teamsters (AFL-CIO) (Ottawa Grocery Warehouse, Drivers, Ottawa Produce Warehouse and Capital City Transport Limited-Garage): A 12-month renewal agreement effective from April 1, 1992 to March 31, 1993, covering 250 employees, settled at the conciliation officer stage and ratified in June, 1992. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/92</u>
	General Increase	3%
	<u>Ottawa Grocery/ Produce Warehouse</u>	
	<u>Hourly Rates</u>	
	Pickers/Packers	\$19.21 (\$18.65)
	Driver	\$19.31 (\$18.75)
	Skilled Mechanic Class A	\$20.69 (\$20.09)
	<u>Kilometre Rates - Drivers</u>	
	Axles 2, 3 & 4	25.34¢ per km. (39.6¢ per mile)
	Axles 5 & 6	25.48¢ per km. (39.8¢ per mile)
	Axles 7 & up	25.61¢ per km. (40¢ per mile)
Paid Holidays:	One floating day is added for a total of 12 (11) days per year.	
Overtime Work:	Maximum 4 (5) hours per week may be required, payable at appropriate rate.	
Central Negotiating Committee:	Maximum 9, or mutually agreed upon number of employees paid at regular rate for negotiating meetings. (Previously, one steward.)	
Safety Shoe Allowance:	Maximum \$95 (\$90) per year.	

RETAIL TRADE

Capital Supermarkets (1988) Limited, c.o.b. as Loeb Convent Glen at Gloucester - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC): A
36-month first agreement effective July 27, 1992 to July 26, 1995, covering 266 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiation - 1 month.

Wages:	Effective	<u>July 27/92</u>	<u>July 27/93</u>	<u>July 27/94</u>
	General Increases	1.5%	3%	3%

Front End Service Clerk	\$7.00-\$9.00	\$7.21-\$9.27	\$7.43-\$9.55
Assistant Meat Manager	\$13.50-\$16.50	\$13.91-\$17.00	\$14.32-\$17.50

Maximum rates are reached after 24 months.

Hours of Work:	40 hours per week.
Shift Premium:	75¢ per hour for night shift.
Overtime Pay:	Time and one-half after 8 hours per day or forty hours per week.
Lead Hand Premium:	75¢ per hour more than the highest rate in group.
Weekend Premium:	Time and one-half for work on the sixth and seventh shift with a minimum guarantee of 4 hours worked.
Acting Pay:	Employee temporarily transferred to higher classification for more than 8 hours, receives appropriate pay in the higher classification.
Call-in Pay:	Minimum 4 hours' pay at the regular rate.
Paid Holidays:	Total of 10 days including 1 floating day.
Holiday Pay:	Time and one-half for all hours worked.
Paid Vacation:	<u>Full-time</u> - 2 weeks after 1 year of service, 3 after 5, 4 after 10 and 5 after 20. <u>Part-time</u> - 4% of earnings for less than 1 year of service. 2 weeks after 1 year of service.
Bereavement Leave:	5 days' paid leave for full-time employees and 3 days' for part-time employees upon death of parent, spouse, child, brother/sister. 1 day for sister/brother-in-law, mother/father-in-law, grandparent and grandchild for full-time employees. 1 day for part-time same as full-time except grandchild.
Jury Duty, Crown Witness Leave:	Summoned or subpoenaed employee receives the difference between regular daily wages and fees received.
Sick Leave:	5 days per full year of employment.
Health and Welfare:	Employer pays 100% of premium costs for full-time employees only. <u>Life Insurance</u> - Benefit is one and one-half times annual earnings rounded up to the nearest \$1,000.

Weekly Indemnity - Effective July 27, 1994, benefit is 66 2/3% of regular earnings to a maximum of \$450 per week, payable on a 1/1/7/15 basis.

LTD - Benefit is 66 2/3% of regular earnings to a maximum of \$2,000 per month, payable from 105 calendar days to age 65.

Major Medical - Annual deductibles of \$25 for single coverage and \$50 for family coverage with 80% reimbursement thereafter. Also covers Semi-Private Hospitalization up to a maximum of 180 days.

Dental - Coverage is based on the 1992 ODA fee schedule.

Uniform Allowance: Employer provides 2 uniforms, if necessary, replaced yearly for full-time and 1 uniform for part-time employees.

Cleaning Allowance: Employer provides laundered aprons for Meat Department and Bakery clerks on weekly basis. Pants and shirts for scratch bakers and pastry chefs and provides jackets and rain coats for carry out and receiving employees.

EDUCATION AND RELATED SERVICES

Essex County Roman Catholic Separate School Board at Essex - Ontario English Catholic Teachers' Association and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 525 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/92	Jan. 1/93
General Increases		1%	1%
Pay Equity Adjustments		Restructuring of Teacher-Levels D, C, and B grids	
Teacher-Level D 0-10 (0-6) years		\$28,004-\$45,010 (\$22,873-\$32,981)	\$28,285-\$45,460
Teacher-Level A1 0-10 years		\$30,774-\$49,461 (\$30,030-\$48,226)	\$31,082-\$49,956
Teacher-Level A4 0-12 years		\$38,242-\$62,397 (\$37,318-\$60,890)	\$38,624-\$63,021
<u>Principal</u>			
0-299 students		\$72,835 (\$71,077)	\$73,563

300 or more students	\$74,175 (\$72,385)	\$74,917
Effective	<u>Sept. 1/93</u>	<u>Aug. 31/94</u>
General Increases	2%	1%
Teacher-Level D	\$28,851-\$46,369	\$29,139-\$46,833
Teacher-Level A1	\$31,704-\$50,955	\$32,021-\$51,465
Teacher-Level A4	\$39,396-\$64,281	\$39,790-\$64,924

Principal

0-299 students	\$75,034	\$75,784
300 or more students	\$76,415	\$77,179

Sick Leave: 20 days per year (unchanged) to a maximum accumulation of 250 (240) days.

Compassionate Leave: Leave with pay for surgery of immediate family member (new).

Health and Welfare: Life Insurance and AD & D - Employer pays 75% of the premium costs. Benefit is 3 times annual earnings rounded to nearest \$1,000. (Previously, employer paid 100% of premiums for maximum \$25,000 benefit.)

LTD - Maximum benefit is \$3,750 (\$3,500) per month with primary CPP integration.

Vision - Maximum claim is \$150 (\$125) per person every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 500 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/93</u>	<u>Sept. 1/93</u>
	General Increases	1%	1%
	Teacher-Category 1 0-11 years	\$31,274-\$50,422 (\$30,964-\$49,923)	\$31,587-\$50,926
	Teacher-Category 4 0-12 years	\$38,382-\$64,034 (\$38,002-\$63,400)	\$38,766-\$64,674

Vice-Principal 0-3 years	\$73,570-\$76,184 (\$72,842-\$75,430)	\$74,306-\$76,946
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Principal 0-3 years	\$80,947-\$85,826 (\$80,146-\$84,976)	\$81,756-\$86,684
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Effective	Feb. 1/94
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General Increase	1%
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Teacher-Category 1	\$31,903-\$51,435
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Teacher-Category 4	\$39,154-\$65,321
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Vice-Principal	\$75,049-\$77,715
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Principal	\$82,574-\$87,551
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Responsibility Allowances: Increased in accordance with general salary increases.

Health and Welfare: Major Medical - Effective December 1, 1992, Deluxe Out-of-Province coverage is added (new).

Vision - Maximum claim is \$200 (\$160) every 2 years.

Dental - Effective September 1, 1993, employer pays 75% (65%) of premium costs for orthodontics and restorative services.

Staff Development Fund (new): Employer contributes \$29,400 per year.

Lambton County Board of Education at Sarnia - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1992 to August 31, 1994, covering 650 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/92	Jan. 1/93
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General Increase		1%
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Pay Equity Adjustments	Category 1, 2 and 3 are deleted and replaced with Category-A
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Teacher-Category A 0-11 years	\$26,331-\$49,552 (new)	\$26,594-\$50,048
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Teacher-Category 4 0-11 years		\$28,198-\$50,048 (\$27,919-\$49,552)
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Teacher-Category 7		\$35,402-\$63,931 (\$35,051-\$63,298)
Principal 0-2 years		\$71,523-\$74,093 (\$70,815-\$73,359)
Effective	<u>June 1/93</u>	<u>Feb. 1/94</u>
General Increases	1%	1%
Teacher-Category A	\$26,860-\$50,548	\$27,129-\$51,053
Teacher-Category 4	\$28,480-\$50,548	\$28,765-\$51,053
Teacher-Category 7	\$35,756-\$64,570	\$36,114-\$65,216
Principal	\$72,238-\$74,834	\$72,960-\$75,582

Extra Degree and Responsibility Allowances: Increased in accordance with general salary increases.

Paid Preparation Time: Teacher transferred to another position receives up to 1 day for preparation free of teaching or supervisory duties (new).

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board - Local 1453, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 12-month renewal agreement effective from January 1, 1992 to December 31, 1992, covering 275 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Sept. 1/92</u>
	General Increases	3%	1.3%
	Crossing Guard	\$9.47 (\$9.19)	\$9.59
	Attendance Counsellor	\$18.88 (\$18.33)	\$19.13
Paid Holidays:	3 (2) floating days for employees working 12 month schedule. 2 (1) floating days for employees working 10 month schedule.		
Paid Vacation:	6 weeks after 27 (28) years of service.		
Bereavement Leave:	1 day's paid leave upon death of niece/nephew (new).		
Health and Welfare:	<u>Dental</u> - Coverage is based on the 1991 (1990) ODA fee schedule.		

HEALTH AND WELFARE SERVICES

St. Joseph's General Hospital of North Bay Inc. at North Bay - Ontario Nurses' Association (full-time and part-time): Two 24-month first agreements effective from April 1, 1991 to March 31, 1993, covering 204 employees, settled at bargaining stage and ratified in June 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>	<u>Apr. 1/92</u>
	General Increases		0-4.4%	0-8.3%
	Registered Nurse	\$16.81-\$23.59	\$16.81-\$24.62	\$16.81-\$26.67

Maximum rates are reached after 9 years.

Hours of Work: 37 1/2 hours per week.

Shift Premium: 0-\$1-\$1.25.

Overtime Pay: Time and one-half after 7 1/2 hours per day.

Weekend Premium: \$1.35 per hour worked between 24:00 hours Friday and 24:00 hours Sunday.

Responsibility Pay: 60¢ per hour when assigned responsibilities of a higher classification.

Call-in/Call Back Pay: 4 hours' pay at time and one-half.

Reporting Pay: Minimum 4 hours' pay at the regular rate for employees reporting for work without being notified in advance that no work is available.

Standby Pay: \$2.50 per hour. \$3.00 per hour when standby falls on a paid holiday.

Paid Holidays: 12 days per year for full time employees only.

Holiday Pay: Time and one-half for all hours worked.

Paid Vacation: Full-time - 1.25 days per month for less than 1 year of service, 3 weeks after 1 year of service, 4 after 3, 5 after 15 and 6 after 25.

Part-time - Vacation is pro-rated upon the applicable percentage provided in accordance with the vacation entitlement of full-time employees.

Bereavement Leave: 3 days' paid leave upon death of parent, brother/sister, spouse, son, daughter, son/daughter-in-law, brother/sister-in-law, grandparent or grandchild.

Paid Maternity/ Parental Leave:	Maximum 15 weeks for pregnancy and 10 weeks for parental at the difference between 75% of wages and the UIC benefit, paid after 2 week waiting period.
Jury/Witness Duty:	Summoned or subpoenaed employee receives the difference between regular daily rates and jury/witness pay.
Health and Welfare:	<p>The following benefits are for full-time employees only.</p> <p><u>Life Insurance and AD & D</u> - Employer pays 90% of premium costs. Effective April 1, 1989, 100%. Benefit is equal to entitlement under group life insurance plan.</p> <p><u>LTD</u> - Employer pays 75% of premium cost. Benefit is 66 2/3%-75% of salary based on years of service.</p> <p><u>Semi-private Hospitalization</u> - Employer pays 100% of premium costs.</p> <p><u>Major Medical</u> - Employer pays 75% of premium costs. Annual deductibles of \$10 for single coverage and \$20 for family coverage. Effective April 1, 1989, \$15 and \$25 respectively.</p> <p><u>Vision</u> - Maximum claim is \$60 every 2 years.</p> <p><u>Hearing</u> - Maximum lifetime claim is \$300.</p> <p><u>Dental</u> - Employer pays 50% of premium costs. Effective April 1, 1990, 75%. Coverage is based on the 1992 ODA fee schedule.</p>
Meal Allowances:	\$4 or hot meal after 2 hours of overtime.
Mileage Allowances:	35¢ per mile to a maximum of \$14 when travelling between 12 a.m. to 6 a.m. or at anytime while on standby.
Negotiation Leave:	Employee receives regular wages for negotiating meetings up to but not including arbitration.
Professional Leave:	Nurses are paid at regular rate when elected to the College of Nurses to attend meetings of the College of Nurses.
Extra Degree Allowance:	49¢ per hour for B.Sc.N.
Accident Pre- vention - Health & Safety Committee:	Employees paid at regular wages while attending meetings.

St. Joseph's Health Centre at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Six 12-month renewal agreements effective from April 1, 1992 to March 31, 1993, covering 450 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/92</u>
	General Increase	2%
	Group 1 (includes Dietary Aide I)	\$13.14-\$13.26 (\$12.88-\$13.00)
	Group 13 (Includes RNA)	\$14.76-\$15.01 (\$14.47-\$14.72)
	Group 22 (includes Electrician)	\$19.03 (\$18.66)
	Maximum rates for Dietary Aide and RNA are reached after 2 years.	
Shift Premium:	50¢ (45¢) per hour when majority of shift hours fall between 3 p.m. and 7 a.m.	
Standby Premium:	\$1.60 (\$1.40) per hours.	
Weekend Premium:	50¢ (45¢) per hour for hours worked between 12 p.m. Friday and 12 p.m. on Sunday.	
Paid Parental Leave (new):	<u>Parental Leave (new)</u> - 10 weeks at the difference between 75% of weekly wages and UIC benefit. Paid after a 2-week waiting period.	
Health and Welfare:	<u>Major Medical</u> - Annual deductible of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage. <u>Vision</u> - Maximum claim is \$100 (\$60) every 24 months. <u>Hearing</u> - Maximum lifetime claim is \$500 (\$300).	



Labour Management Services
Ontario Office of Collective Bargaining Information

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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

AUGUST 1992



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FOREWARD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1992. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: the after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Carleen Jones at 326-1288.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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MINES

Placer Dome Inc. Detour Lake Mine at Timmins - Local 9171, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 16, 1992 to August 15, 1995, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Aug. 16/92</u>	<u>Aug. 16/93</u>	<u>Aug. 16/94</u>
	General Increases	1%	2%	4%
	Additional Adjustments	New job classification system		
	Labourer	\$15.09 (\$14.94)	\$15.39	\$16.01
	Licensed Mechanic	\$20.51 (\$20.31)	\$20.92	\$21.76

Health and Welfare: Weekly Indemnity - Benefit is \$400 (\$375). Effective August 16, 1993 and 1994, \$425 and \$450 respectively.

Vision - Maximum claim is \$150 (\$100) per family member every 2 years. Effective August 16, 1993 and 1994, \$200 and \$250 respectively.

Pension Plan: Basic Benefit - \$17 (\$15) per month per year of future service. Effective August 16, 1993 and 1994, \$18 and \$20 respectively.

Meal Allowance: \$200 credit at the commissary, for surface employee, when hot lunch is discontinued (new).

Severance Pay: 1 week's pay per year of service to a maximum of 5 weeks' pay, then the Employment Standards Act applies. (Previously, 84 hours of wages per 3 full years of service, with a minimum of 84 hours of wages.)

Noranda Minerals Inc., Geco Division at Manitouwadge - Canadian Union of Base Metal Workers (CNTU) (mine and plant employees): A 24-month renewal agreement effective from August 1, 1992 to July 31, 1994, covering 333 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Aug. 1/92</u>	<u>Aug. 1/93</u>
	General Increases	3%	3%
	Additional Adjustments	Some reclassifications	

Category 1 (Labourer)	\$16.06 (\$15.59)	\$16.54
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Category 19 (Maintenance Tradesperson)	\$19.90 (\$19.32)	\$20.50
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COLA: Per cent per per cent increase in the CPI - 1971=100, from the July 1993 to July 1994 index. Triggered at 4.5%. (Previously, triggered at 5.5%. Formula did not trigger.)

Certification Premium (new): \$1 per hour for Miner with Hardrock Miner's Certificate, and Mill employee with Mill Process Operator Certificate

Shift Premium: 0-60¢-80¢ (0-60¢-75¢).

Bereavement Leave: 3 days' paid leave for employee when unable to attend funeral of mother/father-in-law (new).

Paid Union Leave: 100 days per contract year for Union President or designate for the purpose of conducting local union business. (Previously, 30 days per calendar year.) Effective August 1, 1993, additional 75 days for Union President.

Health and Welfare: Life Insurance and AD & D - Benefit is \$45,000 (\$35,000).

Life Insurance for Retirees (new) - Benefit is \$4,500.

Weekly Indemnity - Benefit is \$426 (\$384).

LTD - Effective September 1, 1992, maximum benefit is \$1,200 (\$850) per month.

Major Medical - Maximum annual benefit is \$20,000 (\$10,000) per year.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim for basic services is \$1,500 (\$1,250) per family member. Maximum lifetime claim for orthodontic services is \$1,500 (\$1,200) per family member.

Pension Plan: Basic Benefit - Benefit is \$30 (\$25) per month per year of service.

Early Retirement - Benefit is \$20 (\$18) per month per year of service to age 65 or death whichever occurs first for employee aged 50 with 20 years of service.

Early Retirement Bridging Benefit - Benefit is \$160 (\$150) per month to age 65 or death whichever occurs first.

Clothing Allowance: \$225 (\$150) per year.

Tool Allowance: \$700 (\$500) per year for Trades I, II and III.

Travel Allowance: \$7 for employee called out for emergency work (new).

Contracting Out: No contracting out of work during the term of the agreement if it will result in lay-off, termination or reduction of hours.

Severance Pay: 2 weeks' pay per year of service from 1 to 9 years of service. (Previously, 1 week's pay from 1 to 4 years and 1.5 week's pay from 5 to 9 years.)

Apprenticeship Program: Employee maintains basic hourly rates while on apprenticeship program (new).

FOOD AND BEVERAGE

Weston Bakeries Limited at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 13, 1992 to August 12, 1994, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 15/92</u>	<u>Aug. 13/93</u>
	General Increases	45¢	40¢
	General Help	\$16.42-\$16.92	\$16.82-\$17.32
	Light Duties (Includes Porter)	(\$15.97-\$16.47)	
	Machinist "A"	\$19.39-\$19.89 (\$18.94-\$19.44)	\$19.79-\$20.29

Maximum rates are reached after 90 working days.

Shift Premium: Effective August 13, 1993, 75¢ (70¢) per hour worked between 6 p.m. and 6 a.m.

Weekend Premium (new): \$4.50 per hour worked. Employee working Saturday or Sunday as 6th or 7th day paid at time and one-half.

Sick Leave
Leave (new): 1/2 days' pay for 3 months of full attendance; 1 1/2 days' pay for 2nd full 3 months for a total of 6 months; 2 1/2 days pay for 3rd full 3 months for a total of 9 months; 4 days' pay or 5 days' paid vacation for 12 months full attendance.

Health and Welfare: LTB - Effective September 15, 1992, benefit is \$1,100 (\$1,000) per month. Effective August 13, 1993, \$1,200.

Weekly Indemnity - Pay for 1st 3 days of absence deleted.

Major Medical - Effective September 15, 1992, maximum claim is \$5,000 per year per person. (Previously, \$10,000 maximum lifetime claim.)

Vision - Effective September 15, 1992, maximum claim is \$130 (\$125). Effective August 13, 1993, \$135.

Dental - Coverage continues to be based upon the current year's ODA fee schedule. Effective September 15, 1992, maximum claim is \$1,300 (\$1,200).

Pension Plan: Effective January 1, 1993, present plan benefits held at current level and Weston Pension Contributory Plan based on level of earnings put in place. (Previously, \$12 basic benefit per month to a maximum of \$300.)

Safety Shoe Allowance: Effective August 15, 1992, \$90 (\$85) per year.

Tool Allowance: Effective August 15, 1992, \$305 (\$300). Effective August 13, 1993, \$310 per year.

Seagram Company Limited at Amherstburg - Local 2098, Canadian Auto Workers (CLC) (plant employees): A 36-month renewal agreement effective from February 1, 1993 to January 31, 1996, covering 250 employees, settled at the bargaining stage and ratified in March 1992. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/93</u>	<u>Feb. 1/94</u>	<u>Feb. 1/95</u>
General Increases		17¢	17¢	17¢
Skilled Trades Adjustments		25¢		
COLA Fold-in		\$1.18		
Additional Adjustments		25¢ for some classifications and some re-classifications		
General Help		\$19.45 (\$18.10)	\$19.62	\$19.79
Maintenance Class 'A' (includes Electrician)		\$22.33 (\$20.73)	\$22.50	\$22.67

\$1.18 COLA generated during the previous agreement is folded into wages on February 1, 1993, leaving no float. Effective February 1, 1994 and 1995, COLA float in effect less 25¢ will be folded into wages.

COLA: 1¢ per 0.3 point increase in the CPI - 1980=100, using January 1993 index as the base. Adjusted quarterly. (Previously, 1971=100 time base.)

Health and
Welfare:

Life Insurance - Benefit is \$34,000 (\$33,000). Effective February 1, 1994 and 1995, \$35,000 and \$36,000 respectively.

LTD - Benefit is \$1,000 (\$900) per month.

Vision - Maximum claim is \$120 (\$100) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Continuation of Benefits for Retirees - Coverage continues for basic Dental plan plus riders 1 and 3.

TOBACCO PRODUCTS

Imasco Limited, Imperial Tobacco Division at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office employees): Two 18-month renewal agreements effective from September 24, 1992* to April 14, 1994 with wages retroactive to April 15, 1992, covering 675 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previous agreements expired April 14, 1992.

Wages:

Effective	<u>Apr. 15/92</u>	<u>Apr. 15/93</u>
General Increases	5%	4%

Production Employees

Group 2 (General Help)	\$20.930 (\$19.935)	\$21.765
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Trades Band "C" (Group 1) (Electro- Mechanical Technician)	\$33.815 (\$31.815)	\$35.170
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Shift Premium: Effective September 28, 1992, 0-55¢-90¢ (0-55¢-75¢).

Health and
Welfare:

The following changes are effective October 1, 1992, unless otherwise noted:

Major Medical - Maximum claim for massage therapist is \$25 (\$7) per visit to a maximum of \$250 per year.

Home Nursing - Maximum claim of \$12,000 (unchanged) now extended to include Registered Nursing Assistant Services (new).

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Coverage is extended to dependents to age 25 if attending college or university full-time (new).

Pension Plan:

Early Retirement - Effective January 1, 1993, pension factor is 1.6% (1.5%) for employee retiring at age 55 and 1.7% (1.6%) for

employee retiring at age 56, for employee whose age plus years of service are equal to 80 (unchanged). Effective January 1, 1994, pension factor is 2% from age 55 (57).

WOOD

E.B. Eddy Forest Products Ltd., Wood Products Division at Nairn Township - Local 31, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from September 1, 1992* to August 31, 1995, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 1/2 months.

* Previous agreement expired August 31, 1991.

Wages:	Effective	<u>Aug. 13/92</u>	<u>Sept. 1/93</u>	<u>Sept. 1/94</u>
	General Increases	3%	3.5%	3%
	Additional Adjustments	Classification changes		
	General Labourer	\$15.65 (\$15.19)	\$16.19	\$16.68
	Electrician	\$19.27 (\$18.71)	\$19.95	\$20.54
Lump Sum Payment:	\$750 payment pro-rated at 1/5 of payment for each month worked retroactively between September 1, 1991 and January 31, 1992.			
Shift Premium:	0-44¢-55¢ (0-40¢-55¢).			
Production Bonus (new):	Incremental hourly increases in wages for each 10,000 FBM production in excess of the Base Volume Level for Monthly Daily Average.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$35,000 (\$30,000). <u>Vision</u> - Maximum claim is \$80 (\$75) per person every 2 years. <u>Dental</u> - Coverage is based on the 1991 (1989) ODA fee schedule. Effective September 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively. <u>Continuation of Benefits (new)</u> - Employer continues to pay premium costs for Life Insurance, Medical, Surgical, Drug and Hospital Plan, Dental and Vision to the end of the month following lay-off. <u>Weekly Indemnity</u> - Benefit is 70% of regular salary to the UIC maximum (Previously, \$380).			

Pension Plan: Basic Benefit - \$20 (\$17) per month per year of past service. \$22 per month per year of future service after September 1, 1992.

Money Purchase Plan (new) - Effective January 1, 1993, employer contributes \$45 per month for employee with 1 year of service, with employee contribution of \$45.

Special Retirement Allowance (new) - Effective for the next 5 years for employee retiring at age 65. Effective for employee retiring in 1992, \$700 per year times years of pensionable service accrued up to December 31, 1992. Effective in 1993, \$600. Effective in 1994, 1995 and 1996, \$500.

Safety Shoe Allowance: Maximum \$45 (\$40) below invoice price per year. Effective September 1, 1993, \$50.

Safety Glass Allowance: All safety glasses and prescription safety glasses provided to employee. (Previously, \$14 for prescription lenses.)

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Bramalea, Brampton and Toronto - Local 322, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from February 1, 1992 to January 31, 1995, covering 700 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/92</u>	<u>Feb. 1/93</u>	<u>Feb. 1/94</u>
Increases		45¢	45¢	4%; 50¢ minimum *
Additional Adjustments	Classification changes			
General Factory Help	\$8.73-\$9.48 (\$8.28-\$9.03)	\$9.18-\$9.93	\$9.68-\$10.43	
Multi Colour Press Operator	\$19.67-\$25.04 (\$19.22-\$24.59)	\$20.12-\$25.49	\$20.92-\$26.51	

* Employee qualifying for difference between 4% and 50¢ per hour will receive this amount effective August 1, 1994.

Bereavement Leave: 5 (3) days' paid leave upon death of parent or step-parent. Leave is 3 or 5 days within 7 days of the funeral.

Health and Welfare: Life Insurance - Effective February 1, 1993, benefit is \$21,000 (\$20,000). Effective February 1, 1994, \$22,000.

Weekly Indemnity - Effective August 1, 1992, benefit is 70% of regular weekly earnings (unchanged) to a maximum of \$426 (\$425) or UIC maximum, whichever is greater, on a 1-1-6-36 (1-1-4-30) basis. Coverage applies to outpatient surgery (new).

Major Medical - Effective August 1, 1992, employer contributes \$4 (\$3) per month for single coverage and \$12 (\$9) per month for family coverage. Effective August 1, 1993 and 1994 \$5 and \$15, \$6 and \$18 respectively. Effective August 1, 1992, out-of-country coverage is provided (new).

Vision - Effective August 1, 1992, maximum claim is \$125 (\$100) every 2 years.

Dental - Employer pays 55% (50%) for current ODA fee schedule based on 80%-20% co-insurance (previously, 3-year lag ODA fee schedule, 100% paid).

Continuation of Benefits - Effective August 1, 1992, Life Insurance benefit for active employees beyond age 65 is 50% of amount in effect at age 65 (new). Life Insurance benefit coverage continues for up to 3 months after employee is laid off (new).

Pension Plan: Plan has been re-negotiated for the period August 1, 1992 to January 31, 1998.

Basic Benefit - Effective August 1, 1992 to 1997 benefits are \$16.50 (\$13.50), \$19.50, \$22.50, \$25.50, \$28.50 and \$31.50 respectively.

Supplemental Benefit - Effective August 1, 1992 to August 1, 1997 benefits are \$10.50 (\$10-\$12), \$9, \$7.50, \$6, \$4.50 respectively. Benefit payable to employee with 15 years of service and retiring at 65. (Previously ranged from \$10 for 15 years of service to \$12 for more than 25 years of service.)

Early Retirement - Employee aged 55, directly affected by technological change, is eligible for a reduced basic benefit and the supplemental benefit.

Current Retirees - Employee with at least 15 years of service who retired after February 15, 1992, qualifies for the combination of basic benefit and a supplemental benefit equalling that negotiated August 1, 1992.

Clothing Allowance: Maintenance utility workers receive allowance (new).

Safety Shoe Allowance: Effective August 1, 1992, \$40 (\$35) per year. Effective August 1, 1993 and 1994, \$45 and \$50 respectively.

Job Security: Technological Change (new) - Provisions established to provide up to 2 months training for employee with 5 years of service who is directly affected by technological change. Employee retains own rate for 60 days.

Severance Pay (new) - Employee with 3 years' service, directly affected by technological change receives 1 1/2 weeks' pay for each full year of service to a maximum of 12 weeks.

<u>Council of Printing Industries of Canada, Toronto and District - Local 500M,</u>				
<u>Graphic Communications Union (AFL-CIO/CLC) (Bindery):</u>				
A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 485 employees, settled with mediation assistance. Duration of negotiations - 8 months.				
Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases			
	JI and JII		2.5% or 45¢	3% or 55¢
	All other employees		2.5%	3%
	Additional Adjustment	New classification added		
	<u>Hourly Rates for Day Shift</u>			
	General Helper	\$7.50 (new)	\$7.69	\$7.92
	Journey II	\$15.01 (\$15.01)	\$15.46	\$16.01
	Journey I	\$21.05 (\$21.05)	\$21.50	\$22.05
Shift Premium:	Effective July 1, 1993, maximum of \$1.30 (\$1.20) per hour. Effective July 1, 1994, \$1.40.			
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of parent.			
Paid Vacation:	Effective in 1994, 6 weeks after 30 years of service (new).			
Health and Welfare:	<u>Benefit Fund - Employer Contribution</u> - Effective July 1, 1992, \$220.49 (\$150.77) per month per employee towards premium costs of all insured benefits. Effective July 1, 1994, conditional increase is Local 500M benefits increase.			
Pension Plan:	<u>Employer Contribution</u> - Effective January 1, 1994, \$4.50 (\$3.60) per employee per shift. Effective December 31, 1994, \$5.40.			
Education Training Programme (new):	<u>Employer Contribution</u> - 65¢ (10¢) per bindery employee per week to the Graphic Communications Institute of Canada.			
Safety Shoe Allowance:	Effective January 1, 1993, \$65 (\$60) per year. Effective January 1, 1994, \$70.			

Council of Printing of Canada at Toronto and London - Local 500M, Graphic Communications Union (AFL-CIO/CLC) (lithographers): A 30-month renewal agreement effective from January 1, 1992 to June 30, 1994 in Toronto, and January 1, 1992 to December 31, 1994 in London, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases Toronto	0%	2.5%	1.5%
	London	0%	2%	2.5%
	Additional Adjustments	Classifications added		
	<u>Toronto</u>			
	Floor-Helper (after 6 months)	\$12.62 (\$12.62)	\$12.94	\$13.13
	Plate-maker (non- trade platemaking shop) (key Industry rate)	\$25.60 (\$25.60)	\$26.24	\$26.63
	Journeyman Pressman (6 colour press to 1610mm with computer print control)	\$32.78 (\$32.78)	\$33.60	\$34.10
Paid Vacation:	Effective January 1, 1994, 6 weeks after 30 years of service (new).			
Health and Welfare:	<u>Benefit Fund - Employer Contributions</u> - Effective July 1, 1992, \$220.49 (\$150.77) per month per employee.			
Pension Plan:	<u>Supplemental Retirement and Disability Fund</u> - Effective January 1, 1993 employer contributes 6 1/2% (6%) of the basic day rate per employee to the GCIU Retirement Fund. Effective December 1, 1993, 7%.			
Education Training Programme:	<u>Employer Contribution</u> - Effective September 1, 1992, \$5.20 (\$3.70) per employee per week for lithography and photoengraving employees.			
Safety Shoe Allowance:	Effective January 1, 1993, \$65 (\$60) per year. Effective January 1, 1994, \$70.			
Severance Pay:	Effective January 1, 1994, 1 week's pay for each year of service and 1 week's notice for each year of service to a maximum of 8 weeks notice.(new)			

Southam Inc., The Citizen Division at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC) (business office, circulation, editorial and maintenance department, fleet control and other employees):
Two 24-month renewal agreements effective from July 21, 1992 to July 20, 1994, covering 398 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/93</u>	<u>July 21/93</u>	<u>Jan. 1/94</u>
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General Increases	2.125%	1.5%	1.75%
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Additional Adjustments	Restructuring of wage schedule
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Editorial
Department

Weekly Rates

Junior Clerk	\$449.35 (\$440)	\$456.09	\$464.07
Office Person	\$653.10 (\$639.51)	\$662.90	\$674.50
Reporter 5 years	\$976.51 (\$956.19)	\$991.16	\$1,008.50
Assistant City Editor	\$1,042.14 (\$1,020.46)	1,057.77	\$1,076.28

Overtime: Pay:	<u>Meal Period</u> - Double time (4 1/2 times) regular rate when working during meal period.
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Sick Leave (Part-time)	Maximum accumulation of 130 days for eligible employees. (Previously, only for employees whose sole employer was the Publisher).
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Health and Welfare:	<u>Vision</u> - Maximum claim is \$150 (\$125) per person every 2 years.
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Severance Pay:	1 week's pay for every 6 months service to a maximum of 52 (35) weeks' pay.
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Death Benefit - Effective January 1, 1993, severance payment to survivor is eliminated.

Job Security:	Part time employees no longer protected from job loss due to technical change or contracting out.
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Mileage Allowance:	25¢-27.5¢ (23¢-25.5¢) per kilometre depending on price per litre.
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MACHINERY

Champion Road Machinery and Gearco Limited at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (production employees): A 36-month renewal agreement effective from August 1, 1992 to July 31, 1995, covering 365 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 1/93</u>	<u>Aug. 1/94</u>
	General Increases	2%	2%
	Level 1	\$16.38	\$16.71
	Utility/Sweeper	(\$16.06)	
	Level 4 (includes	\$19.03	\$19.41
	Maintenance	(\$18.66)	
	Electronics)		

Health and Welfare: Life Insurance and AD & D - Benefit is \$32,000 (\$31,000). Effective August 1, 1993 and 1994, \$33,000 and \$34,000 respectively.

Weekly Indemnity - Benefit is payable on a 1-1-3 (1-1-4) basis.

LTD - Employer pays 100% (80%) of premium costs. Benefit is 60% of regular earnings to a maximum of \$2,500 (\$2,000) per month, with government offsets.

Pension Plan: Basic Benefit - Maximum benefit is \$26 (\$23) per month per year of service. Effective August 1, 1993 and 1994, \$28 and \$30 respectively.

Safety Shoe Allowance: Maximum \$75 (\$70) twice per year for Painters in Finished Products and Sandblasters in Fabrication, and once per year for all other employees. Effective August 1, 1993 and 1994, \$80 and \$85 respectively.

ELECTRICAL PRODUCTS

Schlumberger Industries, Electricity Division, at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (production, maintenance and shipping employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 210 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 29/92</u>	<u>Apr. 1/93</u>
	General Increases	\$1	3%
	Additional Adjustments	Incentive rates are deleted	

Labour Grade 10 (includes Assembler - Benchwork)	\$11.95-\$12.65 (\$10.95-\$11.65)	\$12.31-\$13.03
Labour Grade S1 (includes Electrician Maintenance)	\$17.00-\$18.02 (\$16.00-\$17.02)	\$17.51-\$18.56

Maximum rates are reached after 12 months.

Shift Premium: 0-65¢-65¢ (0-55¢-55¢). Effective April 1, 1992, 0-75¢-75¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$23,000 (\$22,000).
Effective April 1, 1993, \$24,000.

Safety Prescription Glasses: Effective April 1, 1993, \$125 (\$110) per year.

Safety Shoe Allowance: Effective October 5, 1992, \$80 (\$75) per year.

CONSTRUCTION

Independent Plumbing and Heating Contractors, Low Rise Residential Construction, OLRB Area 8 - Local 46, Plumbers (AFL-CIO/CFL): A 36-month renewal agreement effective May 1, 1992 to April 30, 1995, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

Package:	Effective	<u>Sept. 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>
General Increases		58¢	\$1.35	\$1.70
Journeyman Plumber		\$29.14 (\$28.50)	\$30.49	\$32.19

Package rates shown include wages, vacation and holiday pay, and employer contributions to pension, welfare, Bill 162, and various funds, including: training, Drug/Alcohol Abuse, Industry promotion & Organizing and Industry Fund.

Joint Industry Promotion/Organizing Committee (new): Effective September 1, 1992, employer contributes 5¢ per hour earned. 5¢ per hour deducted from package for organizing fund.

Drug/Alcohol Abuse Programme (new): Employer and employee contribute 1¢ each for a total of 2¢ for fund.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 793,

International Operating Engineers (AFL-CIO/CFL): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995 covering 500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Package:	Effective	<u>Aug. 4/92</u>	<u>Apr. 1/93</u>	<u>Aug. 1/93</u>
	General Increases	35¢	60¢	40¢
	Class 8 (includes Grade Rollerwoman)	\$25.91 (\$25.56)	\$26.51	\$26.91
	Class 1 (includes Backhoe Operator A)	\$29.21 (\$28.86)	\$29.81	\$30.21
	Effective		<u>Apr. 1/94</u>	<u>Aug. 1/94</u>
	General Increases		60¢	40¢
	Class 8 (includes Grade Rollerwoman)		\$27.51	\$27.91
	Class 1 (includes Backhoe Operator A)		\$30.81	\$31.21

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and training funds.

Welfare Fund: Employer contributes \$1.10 (85¢) per hour worked. Effective April 1, 1993, \$1.20.

Pension Fund: Employer contributes \$1.85 (\$1.80) per hour worked. Effective August 1, 1993, \$2.25.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 183,

Labourers and Local 230 Teamsters (AFL-CIO): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Package:	Effective	<u>Aug. 4/92</u>	<u>Apr. 1/93</u>	<u>Aug. 1/93</u>
	Increases			
	Labourers	31¢	59¢	43¢

Teamsters	30¢	60¢	40¢
<u>Labourers</u>			
Labourer 2 (includes unskilled labour)	\$25.76 (\$25.40)	\$26.35	\$26.78
Labourer 1 (includes skilled labour)	\$27.41 (\$27.05)	\$28.00	\$28.43
<u>Teamsters</u>			
Class 1 (includes truck driver)	\$26.31 (\$26.01)	\$26.91	\$27.31
Class 5 (includes float driver)	\$27.03 (\$26.73)	\$27.63	\$28.03

Effective	<u>Aug. 4/94</u>	<u>Aug. 1/94</u>
Increases		
Labourers	59¢	39¢
Teamsters	60¢	40¢

<u>Labourers</u>		
Labourer 2 (includes unskilled labour)	\$27.37	\$27.76
Labourer 1 (includes skilled labour)	\$29.02	\$29.41
<u>Teamsters</u>		
Class 1 (includes truck driver)	\$27.91	\$28.31
Class 5 (includes float driver)	\$28.63	\$29.03

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, training and legal fund for Labourers (new).

Welfare Fund: Employer Contribution:

Labourers - 80¢ (50¢) per hour worked. Effective August 1, 1993 and August 1, 1994, 90¢ and \$1 respectively.

Teamsters - 95¢ (85¢) per hour worked. Effective April 1, 1993 and April 1, 1994, \$1.05 and \$1.15 respectively.

Pension Fund: Labourers - \$1.32 (\$1.20) per hour worked. Effective April 1, 1993 and April 1, 1994, \$1.42 and \$1.52 respectively.

Teamsters - \$1.70 (\$1.50) per hour worked.

Training Fund: Labourers - Effective April 1, 1994, 19¢ (14¢) per hour worked.

Teamsters - 4¢ (unchanged) per hour worked.

Legal Fund (new): Labourers - 5¢ per hour worked. Effective August 1, 1993, 7¢.

Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Area 5 and 26, and the Township of North and South Grimsby and the Regional Municipality of Haldimand Norfolk - Local 793, International Operating Engineers (AFL-CIO/CFL): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Package:	Effective	<u>Aug. 4/92*</u>	<u>May 1/93</u>	<u>May 1/94</u>
	Increases			
	Board Area 5	\$1.00	50¢	75¢
	All other areas including Board Area 26	40¢	\$1.00	\$1.10

* Effective August 17, 1992 for Board Area 26.

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Shift Premium: \$1.25 (\$1).

Welfare Fund: Employer contributes \$1.11 (86¢) per hour worked. Effective May 1, 1993 and May 1, 1994, \$1.21 and \$1.31 respectively.

Training Fund: Effective May 1, 1993, employer contributes 15¢ (13¢) per hour worked.

Pension Fund: Board Area 26 - Employer contributes \$2.67 (\$2.52) per hour worked. Effective May 1, 1993 and May 1, 1994, \$2.87 and \$3.17 respectively.

Board Area 5 - (new employees) - Effective August 17, 1992, \$2. Effective May 1, 1994, \$2.15 per hour worked.

Mileage Allowance: Board Area 26 - 40¢ (30¢) per kilometre beyond the free zone. Effective May 1, 1993 and May 1, 1994, 42¢ and 44¢ respectively.

Board Area 5 - (new employees) - Effective August 17, 1992, 35¢ per kilometre. Effective May 1, 1993 40¢.

Board Allowance: Maximum \$60.40 (\$58.40) per day up to \$302 (\$292) per week when overnight stay is required. Effective May 1, 1993, \$62.40 and \$312 respectively. Effective May 1, 1994, \$64.40 and \$322 respectively.

Heavy Construction Association of Toronto, OLRB Area 8 - Local 183, Labourers (AFL-CIO): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 500 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Package:	Effective	<u>Aug. 1/92</u>	<u>May 1/93</u>	<u>May 1/94</u>	<u>Nov. 1/94</u>
General Increases		40¢	66¢	98¢	45¢
<u>Schedule C</u>					
General Labourer-Field Precast		\$26.71 (\$26.31)	\$27.37	\$28.35	\$28.84*
<u>Schedule B</u>					
Slush Driver-Tunnel Work		\$31.92 (\$31.52)	\$32.58	\$33.57*	\$34.05*

*Adjusted rates.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, training and prepaid legal services funds.

Welfare Fund: Employer Contribution - Effective May 1, 1993, 90¢ (80¢) per hour worked. Effective May 1, 1994, \$1.

Pension Fund: Employer Contribution - Effective August 1, 1992, \$1.42 (\$1.30) per hour worked. Effective May 1, 1993 and 1994, \$1.52 and \$1.62 respectively.

Prepaid Legal Services Fund: Employer Contribution - Effective May 1, 1993, 7¢ (5¢) per hour worked.

Training Fund: Employer Contribution - Effective May 1, 1994, 20¢ (15¢) per hour worked

Industry Fund: Employer contribution - Effective May 1, 1993, 10¢ (3¢) per hour worked.

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 183, Labourers and Local 230, Teamsters (AFL-CIO), and Local 793, International Operating Engineers (AFL-CIO/CFL): Two 36-month renewal agreements effective from May 1, 1992 to April 30, 1995, covering 1,200 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Package:	Effective	<u>Aug. 4/92</u>	<u>May 1/93</u>
	Increases:		
	Labourers and Teamsters	40¢	80¢
	Operating Engineers	40¢	\$1.15
	<u>Labourers, Local 183</u>		
	Labourer (Open Cut)	\$25.96 (\$25.56)	\$26.76
	Miner (Tunnel Work)	\$30.64 (\$30.24)	\$31.44
	<u>Teamsters, Local 230</u>		
	Dump Truck Driver (Open Cut)	\$26.43 (\$26.03)	\$27.23
	Fuel Truck Driver (Tunnel Work)	\$27.11 (\$26.71)	\$28.91
	<u>Operating Engineers, Local 793</u>		
	Self Propelled Rollers (Open Cut)	\$26.08 (\$25.68)	\$27.23
	Crane Operator (Open Cut)	\$29.90 (\$29.50)	\$31.05
	Effective	<u>Aug. 1/93</u>	<u>May 1/94</u>
	General Increases	35¢	\$1
	Labourer	\$27.11	\$28.11
	Miner	\$31.79	\$32.79

Dump Truck Driver	\$27.58	\$28.58
Fuel Truck Driver	\$28.26	\$29.26
Self Propelled Roller	\$27.58	\$28.58
Crane Operator	\$31.30	\$32.30

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and training funds, and prepaid legal services plan.

- Welfare Fund: Labourers and Teamsters
Effective May 1, 1993, employer contributes 90¢ (80¢) per hour worked. Effective May 1, 1994, \$1.00.
- Operating Engineers
Employer contributes \$1.10 (85¢) per hour worked. Effective May 1, 1993 and 1994, \$1.20 and \$1.30 respectively.
- Pension Fund: Labourers Local 183 - Employer contributes \$1.32 (\$1.20) per hour worked. Effective May 1, 1993 and 1994, \$1.42 and \$1.52 respectively.
- Teamsters Local 230 - Employer contributes \$1.70 (\$1.50) per hour worked.
- Operating Engineers - Employer contributes \$1.55 (\$1.40) per hour worked. Effective August 1, 1993 and May 1, 1994, \$1.90 and \$2.00 respectively.
- Training Fund: Labourers Local 183 - Effective August 1, 1993, employer contributes 19¢ (14¢) per hour worked.
- Prepaid Legal Services Plan: Labourers Local 183 - Effective August 1, 1993, employer contributes 7 (5¢) per hour worked. Effective August 1, 1993, 9¢.
- Industry Fund: Employer contributes 25¢ (21¢) per hour worked for all unions.

Architectural Glass and Metal Contractors Association, province-wide - Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 32-month renewal agreement effective from August 28, 1992 to April 30, 1995, covering 1,100 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 months.

Package:	Effective	<u>May 1/93</u>	<u>May 1/94</u>	<u>Nov. 1/94</u>
	Increases			
	Toronto	75¢	65¢	90¢
	London and Sarnia	65¢	60¢	\$1.05
	Hamilton, Niagara, Kitchener and Waterloo	65¢	60¢	95¢
	All other Locations	60¢	55¢	85¢
	<u>Journeyman Glazier</u>			
	Local 1904	\$22.62	\$23.17	\$24.02
	Sault Ste. Marie	(\$22.02)		
	Local 1819	\$30.87	\$31.52	\$32.42
	Toronto	(\$30.12)		

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and apprenticeship funds.

Welfare Fund: Effective May 1, 1993, 90¢ (80¢) per hour worked.

Pension Fund: Effective May 1, 1993, 80¢ (60¢) per hour worked to the International Brotherhood of Painters and Allied Trades Union and Industry Pension Plan. Effective November 1, 1994, \$1.20 (\$1) per hour worked to the Glaziers Pension Trust Fund of Ontario for Local 1819.

Industry Fund: Effective May 1, 1994, 6¢ (5¢) per hour worked.

Metropolitan Toronto Demolition Contractors Inc., province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction):
A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 400 employees settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>Aug. 21/92</u>	<u>May 1/93</u>	<u>May 1/94</u>	<u>Nov. 1/94</u>
	General Increases	33¢	42¢	55¢	50¢
	<u>Local 506 Toronto</u>				

Labourer	\$19.88 (\$19.55)	\$20.30	\$20.85	\$21.35
Truck Driver and Machine Operator	\$21.00 (\$20.67)	\$21.42	\$21.97	\$22.47

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension; 3¢ to industry, 5¢ district council funds and local union working dues.

Start Rates New Entry Labourer (new) - A new entry labourer will be paid at 75% of the base labourer rate with not more than 1 new entry labourer out of every 4 employees except for Local 506, where the ratio is 1 new entry for every 2 employees. A new entry labourer is a labourer with less than one year experience in the demolition industry.

Hours of Work: Truck Drivers - 10 (9) hours per day or 50 (44) hours per week.

Paid Rest
Periods: One 15 (10) minute break in each half of a shift.

Truck Driver \$1.25 (\$1.10) per hour.
Machine Operator
Premium:

Rodmen Employer Bargaining Agency for the Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide - Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction): A 36-month renewal agreement effective May 1, 1992 to April 30, 1995, covering 1,100 employees, settled with mediation assistance. Duration of negotiations 4 1/2 months.

Package:	Effective	<u>Aug. 20/92</u>	<u>May 1/93</u>	<u>May 1/94</u>	<u>Nov. 1/94</u>
	General Increases	55¢	45¢	85¢	90¢

Rodman

Local 786, Sudbury	\$29.68 (\$29.13)	\$30.13	\$30.98	\$31.88
Local 721, Toronto	\$30.76 (\$30.21)	\$31.21	\$32.06	\$32.96

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension funds, and 10¢ to trade improvement fund.

Commuting and Board Allowance: All Locals except Local 700 - Effective May 1, 1993, \$13.50-\$71 (\$13-\$69) per day worked depending on travel zone and local. Effective May 1, 1994, \$25-\$74.

Travel Allowance: Local 759, Thunder Bay - Effective May 1, 1993, 28¢ (27¢) per kilometre for employee commuting to a job site within 32-80 kms from Labour Centre, City Hall or construction camp. Effective May 1, 1994, 29¢.

Toronto & District Carpentry Contractors Association and Ontario Carpentry Contractors Association - Local 27, Carpenters (AFL-CIO) (residential high-rise and low-rise construction): A 24-month renewal agreement effective May 1, 1992 to April 30, 1994, covering 700 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Package:	Effective	<u>Aug. 1/92</u>	<u>May 1/93</u>
	Increases		
	Low-Rise	25¢	
	High-Rise	25¢	35¢
	<u>Low-Rise Employees</u>		
	Carpenter Journeyman	\$27.13 (\$26.88)	
	Trim Carpenter	\$25.41 (\$25.16)	
	<u>High-Rise Employees</u>		
	Carpenter Journeyman	\$30.11 (\$29.86)	\$30.46

Package rates shown above include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

TRANSPORTATION

St. Lawrence Seaway Authority in Ontario and Quebec - Various locals, Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 36-month renewal agreements effective from January 1, 1992 to December 31, 1994, covering 754 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General	3%*	3%	3%
	Increases			

Operational &
Maintenance
40 hours per week

Labourer	\$15.57 (\$15.12)	\$16.04	\$16.52
Electrician	\$19.52 (\$18.95)	\$20.11	\$20.71

Clerical,
Technical
and Stores
37.5 hours
per week

Job Class 2 (Clerk-Records)	\$13.47-\$13.88 (\$13.08-\$13.48)	\$13.87-\$14.30	\$14.29-\$14.73
Job Class 16 (Real Property Agent)	\$21.55-\$22.18 (\$20.93-\$22.36)	\$22.20-\$22.85	\$22.87-\$23.54

* Each union local may elect to divert 2% of the first year 3% increase to a newly established employee paid LTD plan.

Shift Premium: 0-45¢-60¢ (0-43¢-58¢). Effective January 1, 1993, 0-46¢-61¢. Effective January 1, 1994, 0-48¢-63¢.

Health and Welfare: Major Medical - Effective September 1, 1992, employer contributes \$53 (\$46.75) per month for single coverage and \$135 (\$106) for family coverage, with deductibles of \$25 (\$15) and \$50 (\$25) for single and family coverage respectively. Effective April 1, 1993, employer contributes \$55 for single coverage and \$140 for family coverage respectively. Effective April 1, 1994, \$57 and \$145 respectively. 100% reimbursement of the first \$1,000 (\$200) for single coverage; \$2,000 (\$400) for family coverage and 90% (80%) thereafter to a maximum of \$25,000 (\$10,000) per illness for each eligible person.

Life Insurance for Dependents - Effective August 25, 1992, benefit is \$5,000 (\$4,000) for dependent.

Vision (new) - Effective September 1, 1992, maximum claim is \$150 every 2 years.

Dental - Effective July 1, 1992, coverage continues to be based on the previous year's ODA fee schedule.

Meal Allowance: Effective August 25, 1992, \$9.50 (\$9). Effective January 1, 1993 and 1994, \$10 and \$10.50 respectively.

Safety Shoe Allowance: Effective July 24, 1992, 100% reimbursement to a maximum of \$70 per year. (Previously, 75% up to \$65 per year). Effective January 1, 1993 and 1994, \$75 and \$80 respectively.

Canadian Pacific Limited, CP Rail Div., system-wide - Canadian Auto Workers (CLC)* (Carmen)**: A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 458 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

*Previously, Railway Carmen (AFL-CIO/CLC).

**Previously, bargained with other shopcraft unions.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	Carman's Helper	\$14.984 (\$14.548)	\$15.344
	Layout Man	\$18.409 (\$17.873)	\$18.961

Other changes are similar to those reported for Canadian Pacific Ltd., C.P. Rail Div. and Maintenance of Way Employees in the April 1992 report.

Canadian Pacific Limited, C.P. Rail Division, system-wide - United Transportation Union (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 1,248 Ontario employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	3%	3%
	<u>Daily Rates</u>		
	Yardman	\$141.27 (\$137.16)	\$145.51
	Car Retarder Operator	\$161.66 (\$156.95)	\$166.51

Other changes similar to those reported for Canadian Pacific Ltd., C.P. Rail Div. and Maintenance of Way Employees in the April 1992 report.

COMMUNICATION

Ontario Educational Communications Authority at Toronto - Local 72, Broadcast Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from July 1, 1992 to June 30, 1994, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jul. 1/92</u>	<u>Jul. 1/93</u>
	General Increases*	1%	2%
	Additional Adjustments	Restructuring of wage schedule	
	<u>Annual Rates</u>		
	Group A (includes Clerk-Typist) 35 hours per week	\$21,720-\$26,260 (\$21,500-\$26,000)	\$22,150-\$26,790
	Group O (new) (includes Production Editor) 40 hours per week	\$46,460-\$55,550	\$47,390-\$56,660
	* Rounded to the nearest \$10 of annual salary. Maximum rates are reached after 2 years for Clerk Typist and after 3 years for Production Editor.		
Standby Pay:	Effective July 1, 1993, \$18 (\$17) per day. Effective July 1, 1994, \$19.		
Acting Pay:	\$20 per tour when temporarily transferred to any position in Group O (new).		
Call Back Pay:	Double time when call back extends beyond 4 hours (new).		
Health and Welfare:	<u>Vision</u> - Maximum claim is \$225 (\$175) every 2 years.		
	<u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule.		
	<u>Continuation of Benefits for Retirees</u> - Maximum lifetime claim for home nursing care is \$10,000 (\$5,000), and \$100 per year for the service of a Masseur (new).		
Mileage Allowance:	31¢ (30¢) per kilometre and 37¢ for certain classifications when required to use own vehicle to transport goods (new).		
Per Diem Allowance:	Maximum \$50 (\$47) per day for assignments of 24 hours or more, plus \$10 (unchanged) for miscellaneous expenses. The \$3 per hour meal allowance for partial days has been replaced under revised meal allowance.		

Meal Allowance: For assignments of less than 24 hours, \$10 after 9 (10) hours' tour of duty and \$6 (\$5) after 15 hours. \$8 for breakfast, \$12 for lunch and \$20 for dinner for out of town assignments (new).

WHOLESALE TRADE

National Grocers Company Limited, Transport and Cash and Carry Operations at various locations in Ontario and Quebec - Locals 91, 106, 419, 879 and 880, Teamsters (AFL-CIO) (full-time and part-time employees): A 36-month renewal agreement effective from April 1, 1992 to March 31, 1995 covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 3/93</u>	<u>Jan. 2/94</u>
	General Increases	55¢	75¢
	Warehouseman	\$19.25 (\$18.70)	\$20.00
	Truck Mechanic Class A	\$20.40 (\$19.85)	\$21.15

Health and Welfare: Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Fenwick Automotive Products, City Wide Automatic Transmission Services and Fapco Automotive Inc. at Toronto - Local 7454, United Steelworkers (AFL-CIO/CLC): A 30-month renewal agreement effective from March 21, 1992 to September 19, 1994, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 21/92</u>	<u>Mar. 21/93</u>
	General Increases	2%	2.5%
	Job Class 1 (includes General Labour)	\$10.15 (\$ 9.95)	\$10.40
	Job Class 20 (Licensed Mechanic)	\$19.63 (\$19.24)	\$20.11

Start Rate - Job rate is reached after 24 (9) months.

Paid Vacation: Effective June 30 1993, 5 weeks after 22 (23) years of service.

Health and Welfare: Vision - Maximum claim is \$120 (\$115) per person every 2 years. Effective March 21, 1993, \$125.

Dental - Effective March 21, 1993, employer pays 80% (70%) of premium costs.

Pension Plan: Employer Contribution - 47¢ (45¢) per hour worked to union fund, will also apply when attending to union business (new).

Safety Shoe Allowance: Maximum \$70 (\$65) per year. Effective March 21, 1993, \$75.

RETAIL TRADE

Zellers Inc. at Toronto - Local 1000, Retail Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective June 1, 1992 to May 31, 1994, covering 250 employees, settled with mediation assistance. Duration of negotiation - 4 months.

Wages:	Effective	<u>June 1/92</u>	<u>June 1/93</u>
	General Increases	3%	2.7%
	Split Case Handler	\$10.27 (\$ 9.97)	\$10.55
	Maintenance Mechanic	\$16.99 (\$16.49)	\$17.45

Paid Rest Periods: Employee required to work more than 8 hours receives 15-minute paid break before overtime. (Previously, unpaid.)

Shift Premium: 0-35¢-40¢ (0-30¢-30¢).

Paid Vacation: 4 weeks after 10 years of service (new).

Christmas Bonus (new): \$100

Central Negotiating Leave: Maximum of 8 paid days for negotiating meetings. (Previously, unpaid leave.)

Paid Union Leave (new): 4 hours per week for Chief Steward to handle union business.

Safety Shoe Allowance: Maximum of \$45 (\$40) per year for full-time employees. \$27.50 (\$25) per year for part-time employees.

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education at Kingston - Local 1480, Canadian Union of Public Employees (CLC) (maintenance and plant operations employees): A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	50¢	50¢	50¢
	Additional Adjustments	Some job classification adjustments		
	Cafeteria Assistant	\$12.35 (\$11.85)	\$12.85	\$13.35
	CraftsPerson I Electrician	\$18.67 (\$18.17)	\$19.17	\$19.67
Shift Premium:	Effective September 1, 1992, 65¢ (60¢) per hour. Effective January 1, 1993 and 1994, 70¢ and 75¢ respectively.			
Call In Pay:	Effective January 1, 1993, minimum 3 hours' pay at overtime rate for employee called in between 12 p.m. on Friday and 6 a.m. on Monday (new).			
Paid Holidays:	13 (15) days per contract year.			
Paid Vacation:	4 weeks after 4 (8) years of service, 5 after 13 (16) and 6 after 20 (25).			
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of parent. 1 day to attend a funeral as pallbearer. (Previously, 1/2 day; or 1 day if funeral is more than 50 miles from employees residence.)			
Health and Welfare:	<u>Vision</u> - Effective January 1, 1993, maximum claim is \$200 (\$150) every 2 years.			
	<u>Dental</u> - Effective January 1, 1993, coverage is based on the 1991 (1989) ODA fee schedule. Effective January 1, 1994, the 1992 ODA fee schedule.			
Certification Premium:	<u>Head Caretaker - Elementary</u> - Additional 17¢ (15¢) per hour for required credit course completed, to a maximum of 51¢ (45¢). Effective January 1, 1993, 24¢ per hour to a maximum of 72¢.			
	<u>Head Caretaker - Secondary</u> - Additional 17¢ (15¢) per hour for required credit course completed, to a maximum of 68¢ (60¢). Effective January 1, 1993, 24¢ per hour to a maximum of 96¢.			
Job Security:	No lay-offs or reduction of hours during the term of this collective agreement for regular employees employed on June 26, 1992. (new).			

York City Board of Education - Local 994, Canadian Union of Public Employees (CLC)
(caretaking, maintenance stockroom and surveillance employees):
 A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increase	3%	3%
	Caretaker-Cleaner over 6 months	\$16.00 (\$15.53)	\$16.48
	Plumber and Steamfitter	\$25.77 (\$25.02)	\$26.54

COLA: Effective January 1, 1993, 1% per 1% increase in the Metropolitan Toronto CPI - 1981=100. Triggered at 3.25% of the CPI. Capped at 2% of wage rate. (Previously, triggered at 7% and capped at 3%. Formula did not trigger.)

Health and Welfare: Vision - Maximum claim is \$180 (\$140) every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.

Continuation of Benefits - Employer's portion of benefits costs continue up to a maximum of 35 (17) weeks for employee on pregnancy/parental leave.

Safety Shoe Allowance: Maximum \$145 (\$135) every 2 years.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 596, Ontario
Public Service Employees (NUPGE) (CLC) (office, clerical,
technical and food service employees): A 24-month renewal agreement effective from July 1, 1992 to June 30, 1994, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 1/92</u>	<u>July 1/93</u>
	General Increases	1%	2%
	<u>Annual Rates</u>		
	Grade 1 0-3 years	\$18,787.63-\$20,991.75 (\$18,601.61-\$20,783.91)	\$19,163.38-\$21,411.58
	Grade 15 0-5 years	\$50,833.77-\$61,616.70 (\$50,330.47-\$61,006.63)	\$51,850.45-\$62,849.03

Previous rates reflect COLA fold-in of 0.4% in addition to increase of 4.5% on July 1, 1991.

- COLA Provision: Clause deleted. (Previously, conditional increase if Toronto CPI increased above 4.5% from May 1990 to May 1991.)
- Hours of Work: Continental Work Week (new) - Employee hired for Residence Food Services works scheduled Sundays at straight time. (Previously, double time).
- Shift Premium: Residence Food Services - Shift premium deleted. (Previously, 0-50¢-57¢.)
- Paid Adoption Leave (new): 93% of weekly wage for the 2-week UIC waiting period plus an additional 15 weeks at the difference between 93% of the wage and the UIC benefit.
- Health and Welfare: Benefit coverage extended to same sex spouse (new).
- Job Security: Permanent employee guaranteed employment security for the term of the agreement.

HEALTH AND WELFARE SERVICES

St. Joseph's Religious Hospitallers of Hotel Dieu at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from April 1, 1992 to March 31, 1994, covering 353 employees, settled at the post conciliation bargaining stage. Duration of negotiations 7 1/2 months.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
General Increases		14.8¢	29.6¢
Paediatric Aide		\$13.486-\$14.210 (\$13.338-\$14.062)	\$13.782-\$14.506
RNA		\$14.732-\$15.545 (\$14.584-\$15.397)	\$15.028-\$15.841

Maximum rates for Paediatric Aide and RNA are reached after two 6-month increases.

Previous rates for Paediatric Aide reflect pay equity adjustments of 29.4¢-19.5¢ during the previous agreement.

Pay equity adjustments resulted in the restructuring of the wage schedule on March 28, 1992.

- Weekend Premium (new): Effective April 1, 1993, 45¢ per hour worked on Saturday and Sunday.

Peel Regional Municipality, Department of Health at Brampton - Local 2842,
Canadian Union of Public Employees (CLC): A 24-month agreement
 effective from January 1, 1991 to December 31, 1992, covering
 220 employees, settled at the conciliation officer stage.
 Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.5%	1%
	Pay Equity Adjustments	\$2.10 for CHN \$73¢-\$1.33 for RN	36¢-\$1.27 for CHN
	Registered Nurse 0-7 years	\$19.92-\$23.14 (\$18.33-\$20.81)	\$20.12-\$23.37
	Community Health Nurse 0-7 years	\$22.84-\$25.72 (\$19.76-\$22.51)	\$23.44-\$27.26

Previous rate includes pay equity adjustment of \$1.05 for
 Registered Nurse and 88¢ for Community Health Nurse during the
 previous agreement.

Health and Part-time Benefits (new) - Employee receives all benefits to
 Welfare: 50% of full-time coverage.

Vision - Effective September 1, 1992, maximum claim is \$160
 (\$120) every 2 years.

Addenda June 1992 Settlements

TEXTILE

Chrysler Canada Ltd., Canadian Fabricated Products Division, previously Acustar
Canada Inc at Stratford - Local 1325, Canadian Auto Workers
(CLC): A 36-month renewal agreement effective from December 16,
 1992 to December 15, 1995, covering 800 employees, settled at
 the bargaining stage and ratified in June 1992. Duration of
 negotiations - 1 week.

Wages:	Effective	<u>Dec. 21/92</u>	<u>Dec. 20/93</u>	<u>Dec. 19/94</u>
	General Increases	30¢	25¢	25¢
	Skilled Trades Adjustments	30¢	30¢	30¢
	COLA Fold-in	50¢		

Additional Adjustments	10¢-64¢ for certain classifications prior to general increase; 5¢ for Gerber Operator; and Shipper Receiver reclassified as Leader over Stock Person		
Assembler	\$14.88 (\$14.08)	\$15.13	\$15.38
Truck Driver	\$15.62 (\$14.82)	\$15.87	\$16.12
Electrical Technician	\$18.62 (\$17.52)	\$19.17	\$19.72

Lump Sum
Settlement
Payment:

Effective June 15, 1992, \$500 per seniority employee.

\$1.73 COLA was generated during the previous agreement. 50¢ is folded in on December 21, 1992, leaving \$1.23 to float.

COLA: 1¢ per .125 point change in the CPI-1981=100, using the average index of December 1992, January and February 1993 as the base. Adjusted quarterly beginning March 15, 1993. (Basic formula is unchanged).

Shift Premium: Effective December 21, 1992, 35¢ (30¢) per hour.

Vacation Pay: 4% or 88 (80) hours' pay whichever is greater, after 1 year of service, 5% or 88 (80) after 3, 6% or 128 (120) after 6, 8% or 128 (120) after 10, 9% or 168 (160) after 15 and 10% or 208 (200) after 20. Employees receive vacation pay equal to at least 80% of the vacation hours after 900 hours worked (new).

Paid Holidays: One additional day is added in the first year of the agreement for a total of 14 (13) days. Effective December 16, 1993 and 1994, 13 days respectively.

The following changes are Effective January 1, 1993, unless otherwise stated.

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$24,000).

AD & D - Benefit is \$15,000 (\$12,000).

Life Insurance for Retirees - Effective January 1, 1993, benefit is \$4,000 (\$3,500) for retirees prior to November 18, 1974, and \$4,500 (\$4,000) prior to January 15, 1978. Effective January 1, 1994, \$4,500 and \$5,000 respectively. Employee retiring on or

after January 1, 1990 maintains coverage in force on last day worked until age 65. Thereafter, benefit is \$5,000 (unchanged).

Weekly Indemnity - Benefit is 60% of basic hourly rate plus COLA for claims after January 1, 1993. (Previously, 60% of base rate.)

LTD - Benefit is \$1,100 (\$950) per month. Effective with payments after January 1, 1993, guaranteed monthly benefit of \$775, for recipients whose total monthly income from LTD, WCB, Pension and/or CPP is less than \$775 (new). Effective January 1, 1994 and 1995, regular benefit is \$1,150 and \$1,200 respectively.

Semi-Private Hospitalization - Benefit is \$10 (\$3) per day for care in a public chronic hospital for a maximum of 120 days.

Major Medical - Out-of-Province coverage extended to include on-site payment.

Land Ambulance Services - Maximum co-payment of \$22 per trip. (new).

Vision - Maximum claim is \$120 (\$100) every 2 years.

Hearing - Plan extended to include repairs (new).

Dental - Effective January 1, 1993, coverage is based on the 1992 (1989) ODA fee schedule. Maximum lifetime orthodontic claim is \$1,300 (\$1,000). Maximum annual claim for basic services is \$1,100 (\$1,000). Effective January 1, 1994 and 1995, \$1,200 and \$1,300 respectively.

Continuation of Benefits - Health and welfare benefit coverage is extended to surviving spouse of retiree (new).

Education Allowance (new): Maximum reimbursement is 1,500 for tuition costs for approved courses at an accredited college or university.

Education Fund: Employer Contribution - 2¢ (1¢) per hour per employee to the union education fund.

Short Week Benefit Plan: Benefit is 80% of basic hourly rate plus COLA when fund assets are greater than \$300,000. (Previously, 75% of basic hourly rate.)

PRIMARY METAL

Standard Tube Canada Inc. at Woodstock - Local 636, Canadian Auto Workers (CLC):
A 15-month renewal agreement effective from January 2, 1993 to March 31, 1994, covering 350 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 2/93</u>	<u>Jan. 2/94</u>
	COLA Fold-in	75¢	75¢
	Skilled Trades Adjustment	50¢	
	<u>Day Workers</u>		
	Grade B General Labour	\$15.60 (\$14.85)	\$16.35
	Tool & Die Maker	\$19.39 (\$18.14)	\$20.14

\$1.50 COLA was generated during the previous agreement. 75¢ is folded in on January 2, 1993 and January 2, 1994, leaving no float.

COLA: 1¢ per 0.094 point change in the CPI - 1986=100, using the November 1992 index as the base. Adjusted quarterly.
(Previously, 1¢ per 0.3 point change in the CPI - 1971=100.)

Health and Welfare: Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective January 2, 1994, the 1992 ODA fee schedule.

Continuation of Benefits - Benefit coverage for Drugs, Dental, Life Insurance, AD & D, Hearing, Vision and Remedial Appliances continues for up to 9 (5) months following the month of lay-off.

Pension Plan: Early Retirement Incentive (new) - Employee aged 57 or over with 30 years of service may retire and receive a monthly payment equal to the bridging benefit in effect on January 2, 1993. Benefit is payable until the month following the employee's 60th birthday.

Pension improvements effective April 1, 1994 will be retroactive for employees retiring between January 2, 1993 and March 31, 1994.

SUB: Employer maintains funding at normal level or a minimum of 80% for the term of the agreement. Benefits payable for a maximum of 32 (26) weeks.

EDUCATION AND RELATED SERVICES

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 374 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	2%
	Additional Adjustments	Teacher Categories D, C, and B are restructured to Category A
	Teacher-Category A 0-12 years	\$27,614-\$50,961 (new)
	Teacher-Category A1 0-11 years	\$30,041-\$50,961 (\$29,452-\$49,962)
	Teacher-Category A4 0-12 years	\$35,711-\$63,995 (\$35,011-\$62,740)
	Vice-Principal 0-3 years	\$67,924-\$69,697 (\$66,592-\$68,330)
	Principal-Category I 0-3 years	\$70,039-\$75,708 (\$68,666-\$74,224)
	Principal Category II 0-3 years	\$73,966-\$79,620 (\$72,516-\$78,059)

Allowances: Responsibility - Increased in accordance with the general salary increase except for Teacher-in-charge (unchanged).

Health and Welfare: Life Insurance - Employer pays 90% (100%) of premium costs. Benefit is one times annual salary. (Previously, maximum benefit was \$25,000.)

Vision - Employer pays 90% (50%) of premium costs. Maximum claim is \$150 every 2 years (unchanged).

Dental - Coverage continues to be based on previous year's ODA fee schedule. Employer pays 90% (50%) of premium costs for dentures, caps and crowns. Maximum annual claim is \$1,000 per person (unchanged) with 50%-50% co-insurance (new).

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1992 to August 31, 1993, covering 215 employees, settled at the bargaining stage and ratified in June 1992. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	2%

Teacher-Category A1 0-11 years	\$30,041-\$50,961 (\$29,452-\$49,962)
Teacher-Category A4 0-12 years	\$35,711-\$63,995 (\$35,011-\$62,740)
Vice-Principal 0-3 years	\$70,054-\$75,629 (\$68,680-\$74,146)
Principal 0-3 years	\$79,556-\$85,129 (\$77,996-\$83,460)

Allowances: Related Experience - \$1,000 (\$625) per year.

Responsibility - Increased in accordance with the general salary increase.

Health and Welfare: Life Insurance - Employer pays 90% (100%) of premium costs. Maximum benefit is one times annual salary. (Previously, maximum benefit was \$25,000.)

Vision - Employer pays 90% (50%) of premium costs. Maximum claim is \$150 every 2 years (unchanged).

Dental - Coverage continues to be based on previous year's ODA fee schedule. Employer pays 90% (70%) of premium costs for dentures, major restorative services, crowns, and bridges. Maximum annual claim is \$1,000 per person with 50%-50% co-insurance (unchanged).

Laurentian University at Sudbury - Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1992 to June 30, 1995, covering 310 employees, settled at the bargaining stage and ratified in June, 1992. Duration of negotiations - 4 months.

Wages:	Effective	July 1/92	July 1/93	July 1/94
	Increases	\$1,000	1% plus \$500	1% plus \$500
	Instructor	\$28,004-\$41,555 (\$27,004-\$40,555)	\$28,784-\$42,621	\$29,572-\$43,590
	Full Professor	\$67,685-\$108,363* (\$66,685-\$108,363)	\$68,862-\$110,197	\$70,051-\$111,909

* Lump Sum Settlement Payment: \$1,000 for Full Professors at ceiling or above.

Conditional Adjustment: Effective May 1995, if the Ontario System Average Adjustment (OSAA) for 1992 to 1995 is less than 2%, an adjustment will be made to increase employee salary by that amount to reach a maximum of 2% adjustment.

July 1992 Settlements

CONSTRUCTION

National Elevator and Escalator Assn., Canada-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 36-month renewal agreement effective from May 1, 1992 to April 30, 1995, covering 1,000 Ontario employees, settled with mediation assistance and ratified in July, 1992. Duration of negotiations - 5 months.

Package:	Effective	<u>July 20/92</u>	<u>Aug. 24/92</u>	<u>May 1/93</u>
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Increases

Ottawa		87¢	97¢
Hamilton/Toronto	94¢		\$1.18

Elevator Mechanic

Local 96, Ottawa		\$33.775 (\$32.905)	\$34.745
Local 90, Hamilton	\$34.935 (\$33.995)		\$36.115
Local 50, Toronto	\$34.955 (\$34.015)		\$36.135

Effective	<u>May 1/94</u>	<u>Nov. 1/94</u>
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Increases

Ottawa	\$1.17	33¢
Hamilton/Toronto	\$1.42	

Elevator Mechanic

Local 96, Ottawa	\$35.915	\$36.245
Local 90, Hamilton	\$37.535	
Local 50, Toronto	\$37.555	

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and education funds.

Travel Allowances:	30 (45) minutes travel time reimbursement each way when travelling between the Metro Toronto boundary and a 40 mile radius from City Hall.
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HEALTH AND WELFARE SERVICES

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, child care workers and other employees): A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 217 employees, settled at the post mediation bargaining stage and ratified in July 1992. Duration of negotiation - 8 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases	1%	*	*
	Pay Equity Adjustment	\$500		

Annual Rates

Child and Youth Worker
40 hours per week
\$27,090-\$37,890
(\$26,320-\$37,015)

Health Care Support
35 hours per week
\$36,300-\$47,935
(\$35,440-\$46,960)

Maximum rates are reached on length of service to a maximum of 8 years.

Previous rate reflects pay equity adjustment.

* Increase to salary scale equal to Ministry economic adjustment to base funding.

Paid Vacation: Additional working day per year after 10 years of service to a maximum of 30 working days. (Previously maximum of 20 working days).

SUB (new): Pregnancy and Parental Leave - 5 days salary or the equivalent to the maximum payment allowed by UIC for a 2 week period, whichever is greater.

Health and Welfare: Vision - Effective July 1, 1993, \$200 (\$150) every 2 years.

Dental - Effective July 1, 1992, coverage is based on 1991 ODA fee schedule. Effective January 1, 1993 and 1994, the 1992 and 1993 ODA fee schedule respectively.

Car Insurance: Effective January 1, 1993, \$16 (\$14) per month subsidy for employee using own car for work related business. Effective January 1, 1994 and July 1, 1994, \$18 and \$20 respectively.

Mileage Allowance: Effective July 1, 1992, 30¢ (29¢) per kilometre up to 4,000 km. 26¢ (24.5¢-15.5¢) per km over 4,000 km. Effective July 1, 1994,

30¢ per km up to 5,000 km. 26¢ per km over 5,000 km subject to change as per provincial mileage rate.

Parking
Allowance:

\$20 (\$15) per month for employee who have not been assigned parking space at High Park Branch Office and \$50 (\$45) per month at 26 Maitland Street.



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